

Kelly, Siobhan (POL)

From: Ryan, Kristin (POL)
Sent: Monday, October 01, 2018 4:05 PM
To: jstuckey@adl.org
Subject: Colonel Kerry Gilpin
Attachments: Gilpin Bio.pdf; Gilpin.png

Good Afternoon Jake,

I have attached a picture and bio of Colonel Kerry Gilpin, Massachusetts State Police.

If you need anything else, or have any questions, please feel free to contact me.

Kristin

*Kristin M. Ryan
Massachusetts State Police
Executive Office
470 Worcester Road
Framingham, MA 01702
508-820-2350
617-727-6874 Fax
Kristin.ryan@massmail.state.ma.us*

Colonel Kerry A. Gilpin

Biography

Colonel Kerry A. Gilpin joined the Massachusetts State Police in 1994. After graduating from the State Police Academy, she was assigned to the Division of Field Services, where she spent seven years patrolling the roads of the Commonwealth. In 2001, Gilpin was transferred to the Crime Scene Services Section in the Division of Investigative Services. While assigned there she spent twelve years responding to and investigating thousands of crime scenes throughout the state, including the Boston Marathon bombing and, after being promoted to Sergeant, served as supervisor of the Springfield sub-lab.

Upon being promoted to the rank of Lieutenant, Gilpin served as a Shift Commander for Troop B. She also served as the Field Training Coordinator and in the Staff Inspections Section. After being promoted to Captain, she served as the Department's Harassment Investigation Officer and as the Executive Officer for the Division of Standards and Training.

In November 2016, Gilpin was promoted to Deputy Division Commander of Standards and Training and was assigned to the State Police Academy. On November 15, 2017, Governor Charles Baker appointed Gilpin to the position of Colonel/Superintendent. As Colonel, Gilpin is in command of more than 2,200 sworn officers and leads the largest law enforcement agency in New England.

Colonel Gilpin holds a Bachelor of Science in Criminal Justice from Western New England University and is a graduate of the National Preparedness Leadership Initiative at Harvard University.

Colonel Gilpin is married and resides in Hampden, Massachusetts.



Kelly, Siobhan (POL)

From: Ben Sasson-Gordis, Talia <TaliaB@adl.org>
Sent: Friday, September 28, 2018 2:24 PM
To: Zipper, Paul (DFS)
Subject: Automatic reply: Hate Crimes presentation at Merrimack College

Thank you for your message. Our offices will be closed until Wednesday, October 3, for the Jewish holiday. I will respond to your message as soon as possible.

Thanks very much.

Talia Ben Sasson-Gordis
Senior Associate Regional Director
ADL New England

Kelly, Siobhan (POL)

From: Jarvis, Elise <EJarvis@adl.org>
Sent: Thursday, September 20, 2018 12:42 PM
Subject: The Winter ATS Session - Information and Application for Candidates
Attachments: ADL Advanced Training School.pdf

Follow Up Flag: Flag for follow up
Flag Status: Flagged

We are asking you to please share the information attached and below on the next session of ADL's Advanced Training School course on Extremist and Terrorist Threats with top law enforcement executives whom you would recommend for the course.

The application period for the winter session of **ADL's Advanced Training School™ (ATS) course on Extremist and Terrorist Threats**, taking place from **December 10-12 in Washington, DC**, is now open. ATS is recognized as one of the premier counter-terrorism programs in the country, and is one of the most sought after. More than 1,200 of the nation's top law enforcement leaders, representing over 250 agencies, have graduated from the course, which was created by the ADL (Anti-Defamation League) in 2003. **Applications must be completed by Thursday, October 18 in order to be considered for the training.**

- **About ATS.** ATS provides law enforcement executives and commanders with critical information and resources to increase their capabilities in combating domestic and international extremist and terrorist threats. The training is designed to provide law enforcement leaders with practical and useful information which may be used to prevent, investigate and respond to incidents and threats. ATS is acclaimed for the excellence of its curriculum, the skill and knowledge of its presenters and the quality of its participants.
- **Criteria for admission.** Candidates must be senior level law enforcement who oversee special operations, intelligence, counterterrorism, homeland security, special investigations, or related areas. In order to serve as many agencies as possible, no more than one candidate will be admitted from any agency (or federal field office) per ATS session.
- **Class size and selectivity.** A maximum of forty (40) law enforcement leaders are accepted to participate in each session.
- **Costs.** ADL is responsible for expenses related to participation in the training, including hotel accommodations and meals for the duration of the training. Participants are responsible for their transportation to and from Washington, DC.
- **Deadline.** Completed applications must be received by **Thursday, October 18**.
- **To apply.** [Click here](#). Enter Password: [REDACTED] (Password is case-sensitive.)

ADL, founded in 1913, is recognized as the leading authority on extremism, terrorism and hate, both foreign and domestic. ADL works in close partnership with federal, state, local, and military law enforcement and is recognized as a leader in the development of innovative training. A global leader in exposing extremism, delivering anti-bias education and fighting hate online, ADL's ultimate goal is a world in which no group or individual suffers from bias, discrimination or hate. Headquartered in New York City, the League has a staff of more than 300 and a network of 25 regional offices.

Please feel free to contact me with any questions.

Elise Jarvis Wilson

Director, Law Enforcement Outreach and Community Security

202-261-4612

ejarvis@adl.org

adl.org

A Note to Freedom of Information Officers: This document contains confidential and sensitive information, including commercial information, customer lists (such as rosters), competitively sensitive and proprietary information, and trade secrets, the disclosure of which may cause significant economic harm to the Anti-Defamation League and/or its contributors. Additionally, pursuant to 5 USCS §552(b)(7), these documents contain information compiled for law enforcement purposes and their release could interfere with enforcement proceedings, could disclose the identity of a confidential source, would disclose techniques for law enforcement investigations or prosecutions, or could endanger the life or safety of individuals. We also respectfully request that we be notified if your agency considers disclosing the documents or any of the information contained herein to a third party under the Freedom of Information Act ("FOIA") and state analogues. You may notify us at generalcounsel@adl.org. Thank you in advance.

ADL ADVANCED TRAINING SCHOOL

“This course will ultimately save lives...”

—ROBERT BODISCH,
DEPUTY DIRECTOR,
TEXAS DEPARTMENT
OF PUBLIC SAFETY

“...I have attended trainings over my 30 years in public safety ...but this ATS training stands out with a unique niche unfilled by the rest.”

—STAN HILKEY,
EXECUTIVE DIRECTOR,
COLORADO DEPARTMENT
OF PUBLIC SAFETY

“An investment of precious time at any part of the year is always a valuable expenditure and this seminar was well worth the time. The people I met from other law enforcement agencies and the caliber of presenters were second to none.”

—JAMES LUONGO, DEPUTY CHIEF,
NEW YORK CITY
POLICE DEPARTMENT



ABOUT THE ADVANCED TRAINING SCHOOL (ATS)

Created by ADL (Anti-Defamation League), the most respected private authority on extremism, the Advanced Training School (ATS) is recognized as one of the nation's premier counter-terrorism training programs. The three day course provides law enforcement leaders with state of the art information and instruction on the full spectrum of domestic and international terrorist threats, tactics and movements. Led by the foremost experts on extremism and terrorism, the curriculum is continually being updated to address the evolving nature of terrorism. Offered twice a year, with a class size limited to forty, more than 1,200 of the nation's top law enforcement leaders, representing over 250 agencies, have graduated from the course.

ATS's curriculum includes:

- The latest in expertise, information and resources to increase the capability of law enforcement executives and commanders to prevent, investigate and respond to incidents and threats.
- An examination of major types of extremist movements, including homegrown Islamist extremism, white supremacy and anti-government extremism.
- Case studies of recent terrorist acts that provide lessons learned from the firsthand experiences of law enforcement leaders.
- Discussions about the critical importance of protecting civil rights and liberties in law enforcement's efforts to combat terrorism.

ABOUT ADL

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Participation is by application only. For more information, please contact:

Elise Jarvis, Director, Law Enforcement Outreach

Email: ejarvis@adl.org; Phone: 202-261-4612

ADL[®]
FIGHTING HATE FOR GOOD

Kelly, Siobhan (POL)

From: Xhemollari, Anjeza (EPS)
Sent: Tuesday, August 28, 2018 3:37 PM
To: jkraft@BGCB.org; ajavier@mylmcc.org; mjonesjohnson@gmail.com; nsauer@robertssauer.com; Bennett, Daniel (EPS); rtrestan@adl.org; Nadeau, Genevieve (AGO); Gulluni, Anthony (WES); dkaufman@jewishberkshires.org; Johnson, Robert; Roedel, Jennifer (EPS); Kasper, Jody; izzymarrero.bpd@gmail.com; wdeborah1620@gmail.com; kellynee@bu.edu; yusufi@masboston.org; Todisco, Emily (POL); Queally, Jennifer (EPS); Morales, Lisa (EPS); nnour@bwh.harvard.edu; Lord, Spencer (EPS); joshkraft@ymail.com
Subject: FULL TASK FORCE MEETING: THE GOVERNOR'S TASK FORCE ON HATE CRIMES @ Parole Board
Attachments: Olivia Erickson-Hate Crimes Manual Status Report 8.13.2018.docx; Olivia Erickson-Questions Concerning Manual Update.docx; Olivia Erickson-The 2018 Hate Crimes Resource Manual (DRAFT).pdf; Education Recommendations.docx; Law Enforcement Recommendations (08-28-18)(AX)(SL)(GN).docx

Good Afternoon Task Force Members,

Please see attached documents for tomorrow's meeting.

Education Sub-Group meeting will be held at the Parole Board at 1:00pm and the Full Task Force meeting will be held at 2:00pm.

For those who cannot attend, please join the conference call.

[REDACTED]
[REDACTED]
[REDACTED]

Thank you,
Anjeza

Anjeza Xhemollari
Office Support Specialist II to
Jennifer Queally, Undersecretary for Law Enforcement
Executive Office of Public Safety and Security
One Ashburton Place, Rm. 2133 Boston, MA 02108
Direct: (617)274-5540 Fax: (617)727-4764
anjeza.xhemollari@state.ma.us

Governor's Task Force on Hate Crimes: 2018 Resource Manual

- Introductory letters: Need
 - Membership list: Complete
 - Preface: Need
-

I. Hate Crime/Civil Rights Legal Overview

- Definition of a bias crime indicator: Complete
Excerpt 501 CMR 4.00
 - Massachusetts hate crime regulations (CMR): Complete
 - Index of Massachusetts's criminal statutes: Complete
 - Hate crimes penalties act G.L. c. 265, 37 and 39: Complete
 - Hate crime and the youthful offender relevant statutes: Complete
 - Summary of the laws available for charging hate crimes in MA: Complete
 - Federal criminal and civil statutes: Complete
 - Reconciling Bias crimes and the first amendment: Need
 - Civil rights injunctions: Need
 - Legal memorandum relative to the charging of hate crimes: Need
-

II. Reporting

- Massachusetts hate crime reporting act: Complete
 - Hate crime statistics act (federal): Complete
 - Strategies for effective bias crime report writing: Complete
 - Guidelines for submitting quarterly bias crime reports: Complete
FBI, Uniform Crime Reporting "Hate Crime Data Collection Guidelines"
 - MA Hate crime reporting form: Need
-

III. Investigation

- Importance of an effective law enforcement response: Complete
IACP excerpt
 - Role of law enforcement and victim assistance professionals: Complete
IACP excerpt
 - Impact of bias crimes on victims and the community: Complete
MPTC Hate Crime module excerpt
 - General considerations and guidelines for interviewing witnesses: Complete
San Diego county regional hate crimes procedure manual excerpt
 - Investigations pursuant to persons with disabilities:
Need IACP model policy; currently re-using 1998 manual resource
 - How to assist a victim through the criminal justice system: Complete
MOVA guide excerpt
 - Dealing with victim and community aftermath: Complete
IACP excerpt
 - Model hate crimes cases: Need
-

IV. Hate Crime Policy

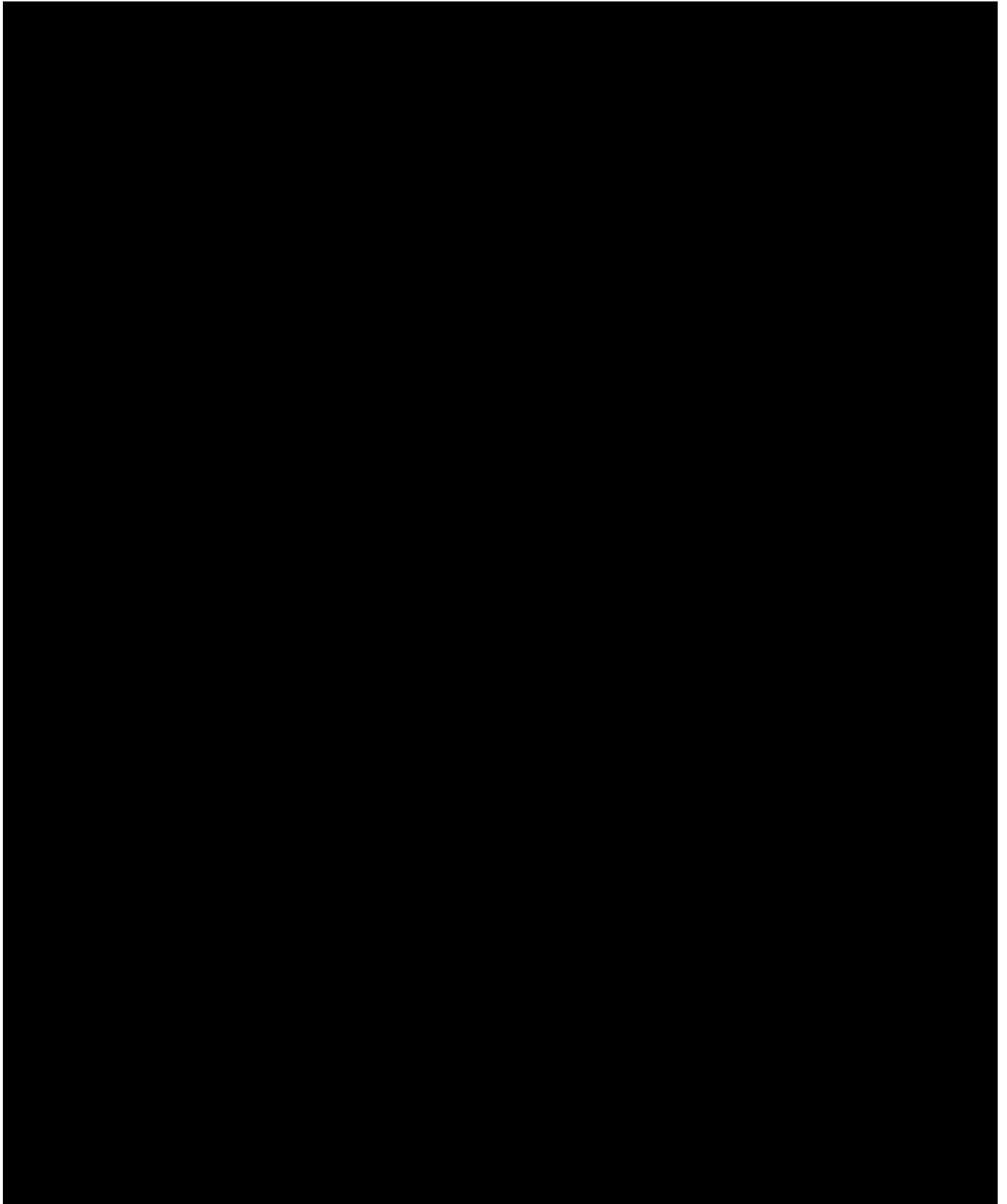
- Model protocol for law enforcement officers: bias crime policy and procedures:
Complete
IACP Model Policy (2016)
 - The investigation and prosecution of gender-related hate crimes: Must be discussed
-

V. Hate Crimes in Schools

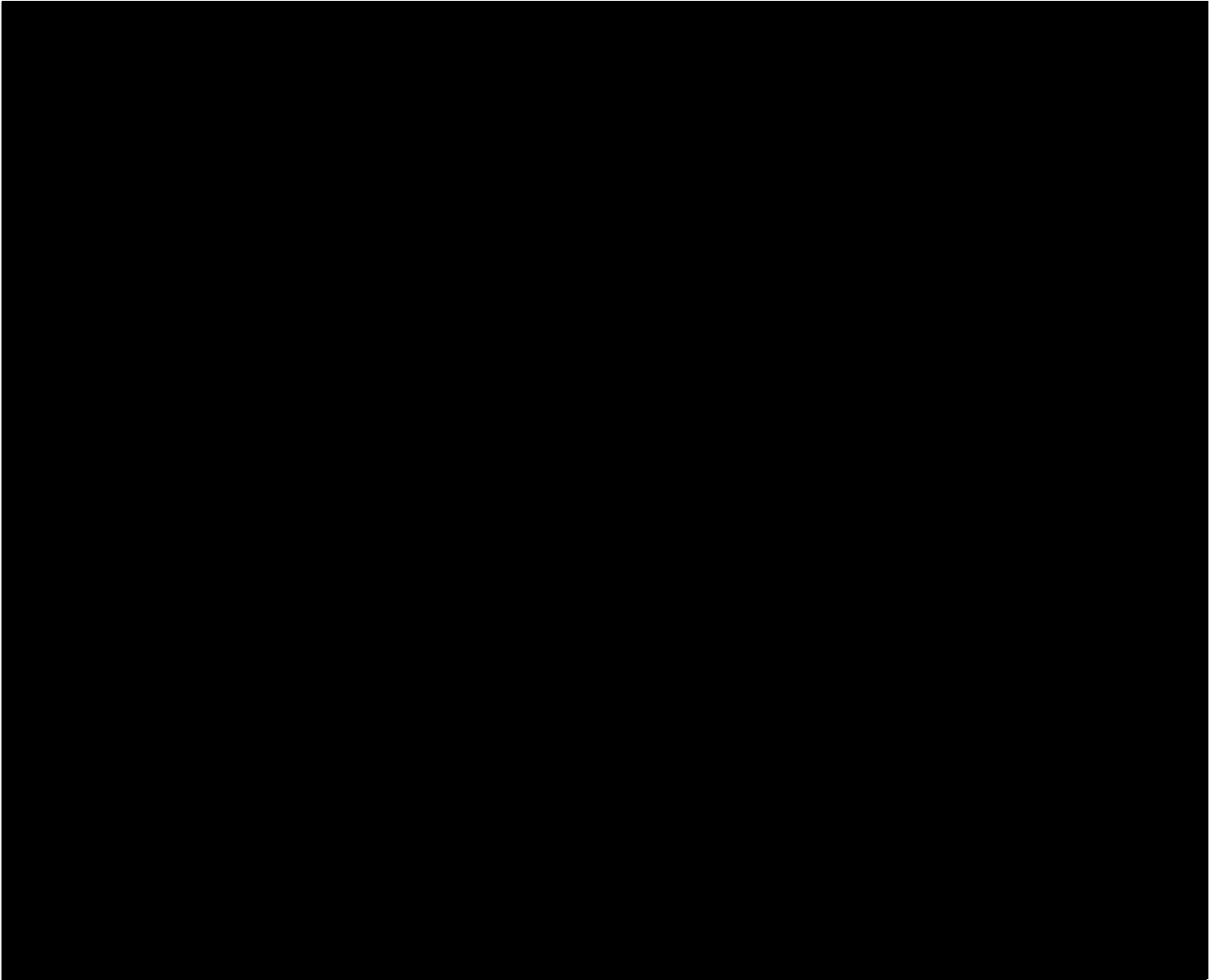
- Responding to Hate and Bias at School (*formerly Model protocol for dealing with hate crimes in the school environment*): Complete
Teaching Tolerance “Responding to Hate and Bias at School” (2012).
- Memorandum of agreement between education and law enforcement officials:
Complete
Newton Public Schools and Police Department Memorandum of Understanding
(2015)
- Creating an Anti-Bias Learning Environment (*formerly Preventing Youth Hate Crimes*):
Complete
ADL’s “creating an anti-bias learning environment”

VI. Community

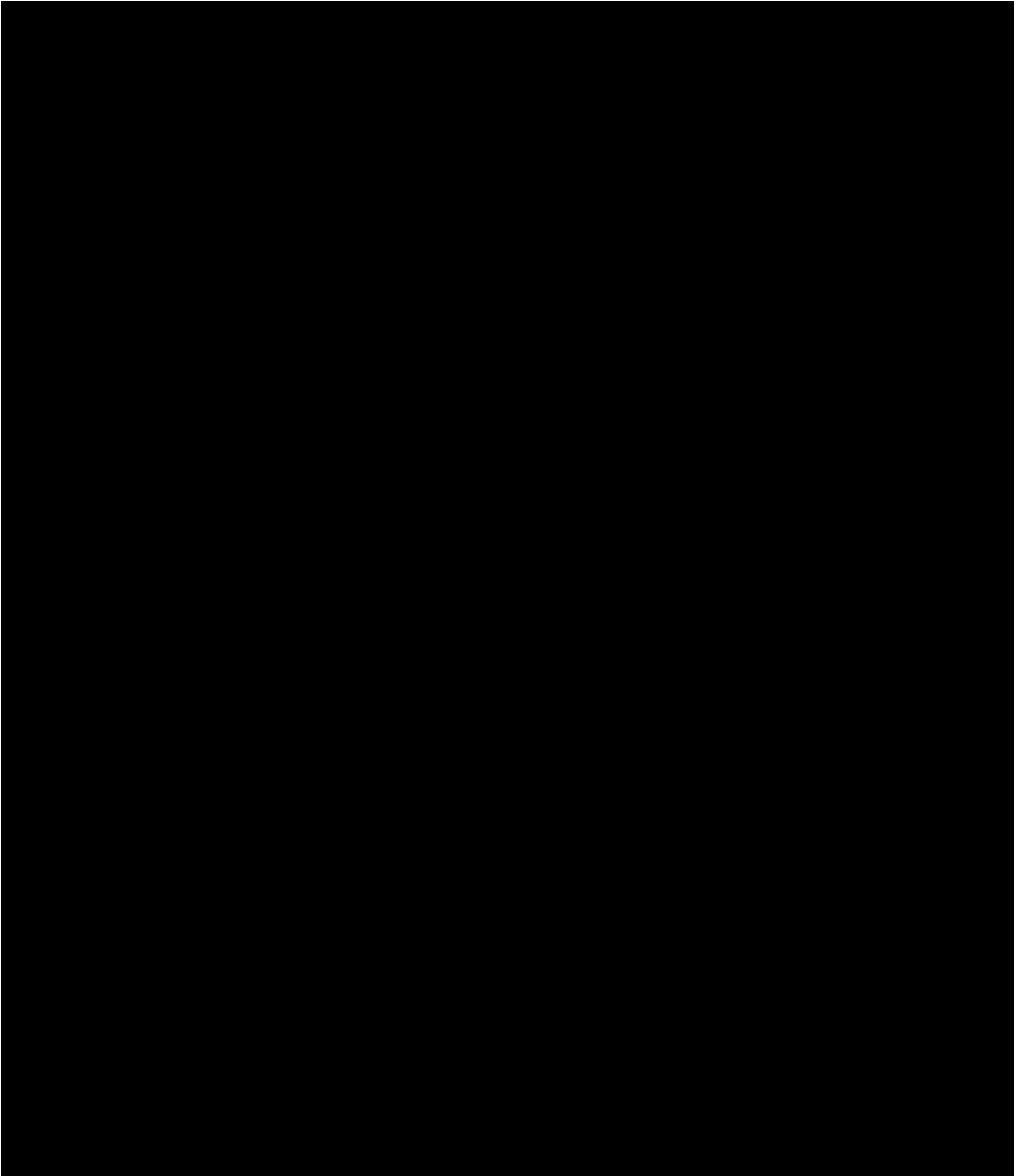
- Advancing Racial Equity in Your City (*formerly Avoiding Racial Conflict*): Complete
National League of Cities REAL guide (2017)
- Suggested programs for human relations commissions: Complete
US DoJ "Guidelines for Effective Human Relations Commissions" (2003)
- Statewide list of human rights commissions: Complete
- Statewide resources for civil rights/hate crimes assistance: Complete
- Local county DA's office: Complete
- Statewide civil rights officer directory: Need

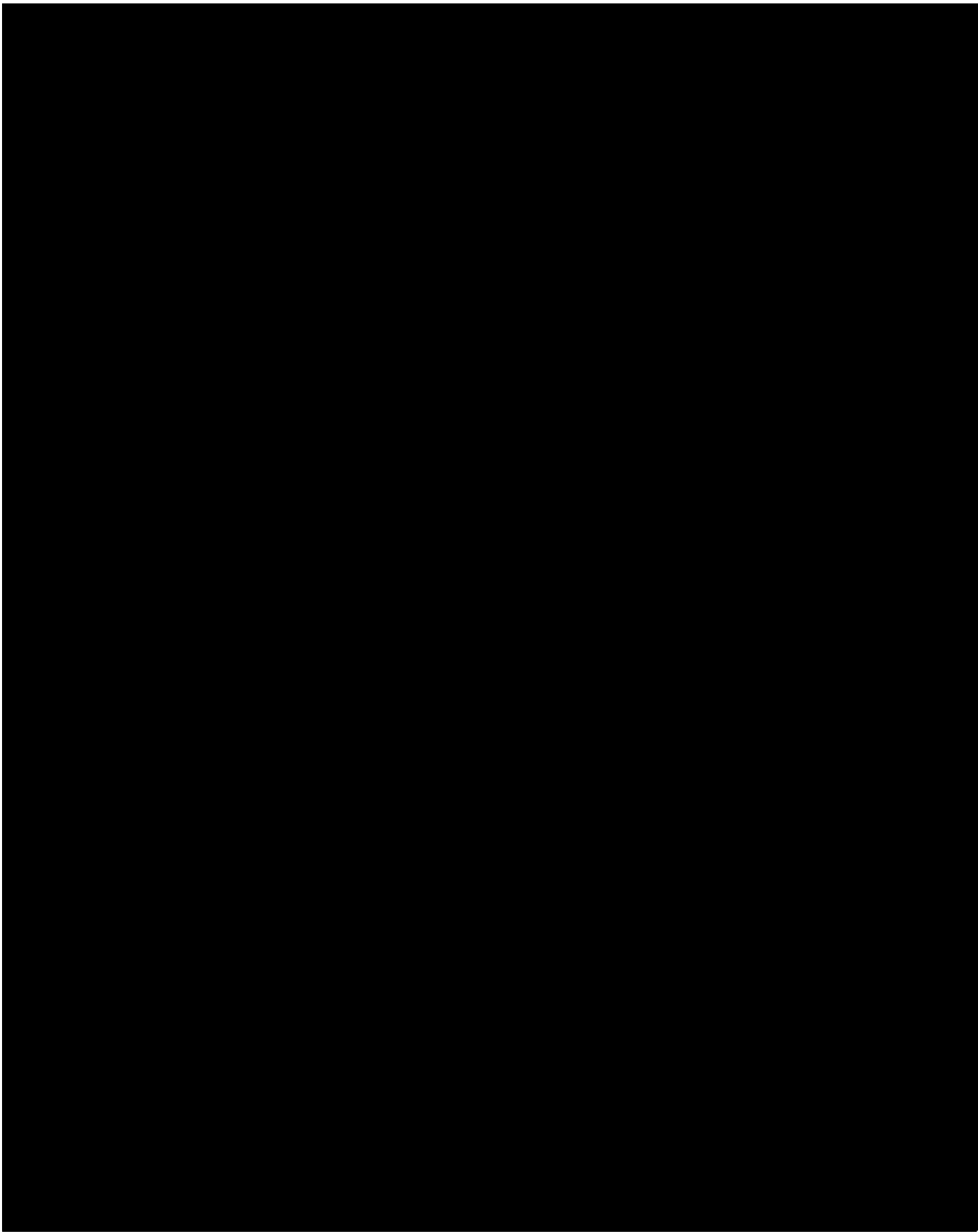


Governor's Task Force on Hate Crimes/ Education Meeting 8/13/18



Governor's Task Force on Hate Crimes
Law Enforcement Recommendations





Kelly, Siobhan (POL)

From: Ryan, Kristin (POL)
Sent: Friday, August 17, 2018 8:44 AM
To: Ben Sasson-Gordis, Talia
Subject: RE: NECTS 2018 Invitation

Thank you so much!!!

Have a great weekend!!

Kristin

*Kristin M. Ryan
Massachusetts State Police
Executive Office
470 Worcester Road
Framingham, MA 01702
508-820-2350
617-727-6874 Fax
Kristin.ryan@massmail.state.ma.us*

From: Ben Sasson-Gordis, Talia [mailto:TaliaB@adl.org]
Sent: Thursday, August 16, 2018 10:57 AM
To: Ryan, Kristin (POL)
Subject: RE: NECTS 2018 Invitation

Hi Kristin,

My apologies for the delay. Please see the attached file.

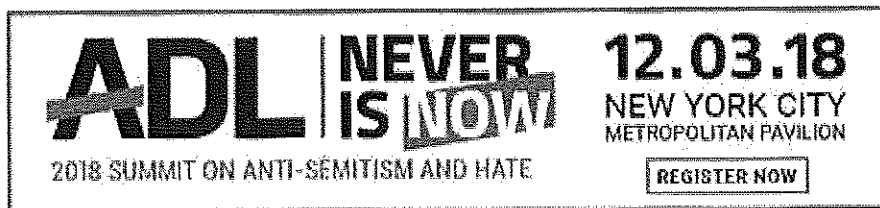
Best,

Talia

Talia Ben Sasson-Gordis
Senior Associate Regional Director

40 Court Street
Boston, MA 02138
t: 617.406.6307
c: 857.364.9145
taliab@adl.org
adl.org





From: Ryan, Kristin (POL) [mailto:kristin.ryan@state.ma.us]
Sent: Friday, August 10, 2018 2:58 PM
To: Ben Sasson-Gordis, Talia
Subject: RE: NECTS 2018 Invitation

That's Perfect. We were going to use the 2017 one, but I figured I'd ask first!

Have a great weekend!

Kristin

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From: Ben Sasson-Gordis, Talia [mailto:TaliaB@adl.org]
Sent: Friday, August 10, 2018 2:51 PM
To: Ryan, Kristin (POL)
Subject: RE: NECTS 2018 Invitation

Thanks, Kristin.

I will try to send you something next week, if that's alright.

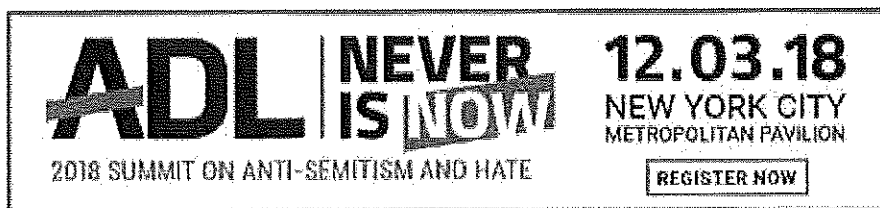
Have a great weekend,

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To: Ben Sasson-Gordis, Talia

Subject: RE: NECTS 2018 Invitation

Good Afternoon Talia,

Is there any possibility that I can get an Itemized Price Quote for this Seminar? I need it for our travel paperwork that we have to submit to EOPSS.

Thank you in advance.

Kristin

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Kristin.ryan@massmail.state.ma.us*

From: Ben Sasson-Gordis, Talia [mailto:TaliaB@adl.org]

Sent: Monday, July 09, 2018 12:44 PM

To: Ryan, Kristin (POL)

Cc: Stuckey, Jacob

Subject: RE: NECTS 2018 Invitation

Dear Kristin,

Thank you very much for your message last week. I apologize for the delayed response – I was traveling abroad for work and returned to the office today.

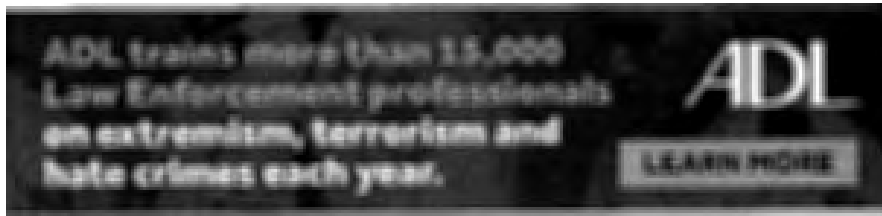
We are delighted that Colonel Gilpin will be joining us for the New England Counter-Terrorism Seminar in Israel (NECTS) on [REDACTED]. To register for the trip, please go to www.adl.org/nects. The password to access the [REDACTED] We would ask that the Colonel complete her registration by July 27th.

Please feel free to contact me if you have any questions, or if you need a printed version of the application form.

Have a wonderful week, and looking forward,

Talia

Talia Ben Sasson-Gordis | Senior Associate Regional Director
Anti-Defamation League | 40 Court Street | Boston, MA 02108
Phone: 617.406.6307 | Mobile: 857.364.9145 | taliab@adl.org



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From: Stuckey, Jacob
Sent: Monday, June 04, 2018 9:38 AM
To: kristin.ryan@state.ma.us
Cc: Ben Sasson-Gordis, Talia
Subject: NECTS 2018 Invitation

Dear Colonel Gilpin,

On behalf of Robert Trestan and Talia Ben Sasson-Gordis, we are delighted to invite you to attend the New England Counter-Terrorism Seminar in Israel (NECTS), to be held [REDACTED].

Attached please find a copy of the letter previously mailed to your attention.

If you are interested in participating, please contact Talia by phone at (617) 406-6307 or by email at taliab@adl.org no later than June 30, 2018.

We look forward to hearing from you.

Best,

Jacob Stuckey | Administrative Assistant
Anti-Defamation League | 40 Court Street | Boston, MA 02108
Phone: 617.406.6364 | jstuckey@adl.org

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Attachments: ADL itemized price quote 2018.pdf

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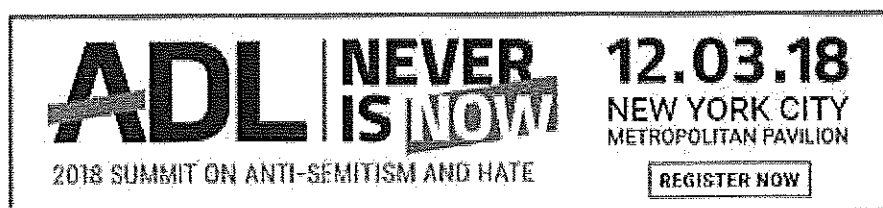
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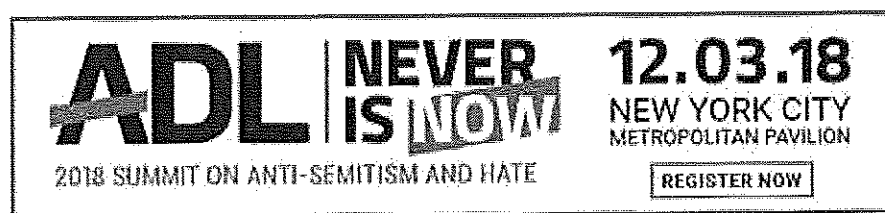
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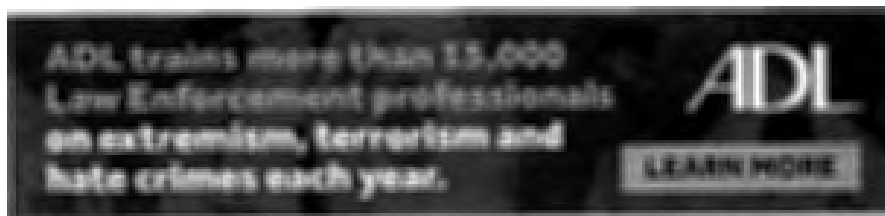
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Please feel free to contact me if you have any questions, or if you need a printed version of the application form.

Have a wonderful week, and looking forward,

Talia

Talia Ben Sasson-Gordis | Senior Associate Regional Director
Anti-Defamation League | 40 Court Street | Boston, MA 02108
Phone: 617.406.6307 | Mobile: 857.364.9145 | taliab@adl.org



This e-mail message may contain privileged, confidential and/or proprietary information intended only for the person(s) named. If you are not the intended recipient, please destroy this message, and any attachments, and notify the sender by return e-mail. If you are not the intended recipient(s), or the employee or agent responsible for delivering the message to the intended recipient(s), you are hereby notified that any dissemination, disclosure or copying of this communication is strictly prohibited. If you have received this communication in error, please contact ADL immediately by telephone at 212-885-7700.

From: Stuckey, Jacob
Sent: Monday, June 04, 2018 9:38 AM
To: kristin.ryan@state.ma.us
Cc: Ben Sasson-Gordis, Talia
Subject: NECTS 2018 Invitation

Dear Colonel Gilpin,

On behalf of Robert Trestan and Talia Ben Sasson-Gordis, we are delighted to invite you to attend the New England Counter-Terrorism Seminar in Israel (NECTS), to be held [REDACTED]

Attached please find a copy of the letter previously mailed to your attention.

If you are interested in participating, please contact Talia by phone at (617) 406-6307 or by email at taliab@adl.org no later than June 30, 2018.

We look forward to hearing from you.

Best,

Jacob Stuckey | Administrative Assistant
Anti-Defamation League | 40 Court Street | Boston, MA 02108
Phone: 617.406.6364 | jstuckey@adl.org

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Kelly, Siobhan (POL)

From: Ben Sasson-Gordis, Talia <TaliaB@adl.org>
Sent: Friday, August 10, 2018 2:51 PM
To: Ryan, Kristin (POL)
Subject: RE: NECTS 2018 Invitation

Thanks, Kristin.

I will try to send you something next week, if that's alright.

Have a great weekend,

Talia

Talia Ben Sasson-Gordis

Senior Associate Regional Director

40 Court Street
Boston, MA 02138
t: 617.406.6307
c: 857.364.9145
taliab@adl.org
adl.org



From: Ryan, Kristin (POL) [mailto:kristin.ryan@state.ma.us]
Sent: Friday, August 10, 2018 2:01 PM
To: Ben Sasson-Gordis, Talia
Subject: RE: NECTS 2018 Invitation

Good Afternoon Talia,

Is there any possibility that I can get an Itemized Price Quote for this Seminar? I need it for our travel paperwork that we have to submit to EOPSS.

Thank you in advance.

Kristin

*Kristin M. Ryan
Massachusetts State Police*

Executive Office
470 Worcester Road
Framingham, MA 01702
508-820-2350
617-727-6874 Fax
Kristin.ryan@massmail.state.ma.us

From: Ben Sasson-Gordis, Talia [<mailto:TaliaB@adl.org>]
Sent: Monday, July 09, 2018 12:44 PM
To: Ryan, Kristin (POL)
Cc: Stuckey, Jacob
Subject: RE: NECTS 2018 Invitation

Dear Kristin,

Thank you very much for your message last week. I apologize for the delayed response – I was traveling abroad for work and returned to the office today.

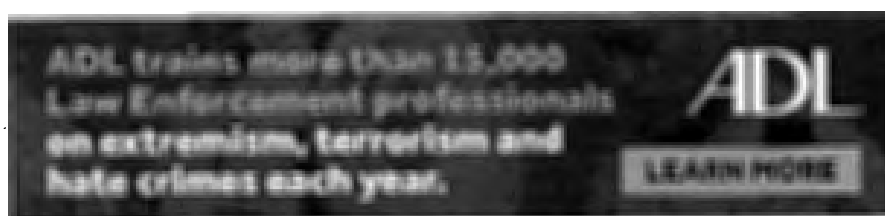
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Anti-Defamation League | 40 Court Street | Boston, MA 02108
Phone: 617.406.6364 | jstuckey@adl.org

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Kristin

*Kristin M. Ryan
Massachusetts State Police
Executive Office
470 Worcester Road
Framingham, MA 01702
508-820-2350
617-727-6874 Fax
Kristin.ryan@massmail.state.ma.us*

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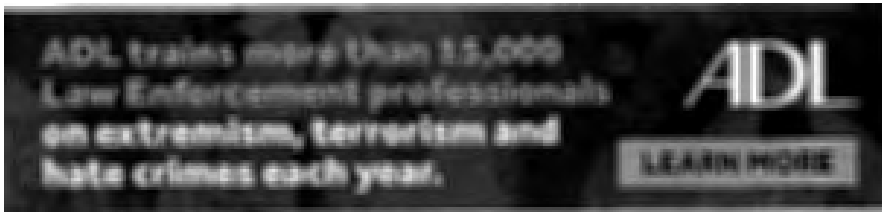
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Jacob Stuckey | Administrative Assistant
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Kelly, Siobhan (POL)

From: Jarvis, Elise <EJarvis@adl.org>
Sent: Friday, August 10, 2018 12:25 PM
Subject: ADL Unveils First-of-its-Kind Interactive Map Pinpointing Extremism and Hate Across U.S.

Friends, I wanted to make sure you were aware of this new resource:



FOR IMMEDIATE RELEASE

[View as Web Page](#)

Contact: Todd Gutnick (212) 885-7755
Jake Hyman (212) 885-7973
adlmedia@adl.org

**ADL UNVEILS FIRST-OF-ITS-KIND INTERACTIVE MAP PINPOINTING
EXTREMISM AND HATE ACROSS U.S.**

New York, NY, August 9, 2018 ... In advance of the first anniversary of the violent white supremacist rally in Charlottesville, Va., that shook the nation, the Anti-Defamation League (ADL) today launched the [ADL H.E.A.T. \(Hate, Extremism, Anti-Semitism, Terrorism\) Map™](#) -- a first-of-a-kind interactive map detailing extremist and anti-Semitic incidents in the U.S. The map is a visual reflection of select proprietary datasets developed by ADL experts in its Center on Extremism.

“It’s important to remember that extremist activity is not just confined to a historic town in Virginia, but rather an issue faced by communities every day across the country,” ADL CEO and National Director Jonathan Greenblatt said. “As extremists continue to spread hate and incite violence using any and all means that they can, ADL is committed to exposing their efforts and fighting to prevent the hate they aim to spread.”

The ADL H.E.A.T. Map™ is accompanied by a [report](#) that evaluates the ways the white supremacist movement — and the “Alt-Right” in particular — has changed in the year since the Charlottesville and provides a full overview of the complicated current state of white supremacy. Among the trends observed, the Alt-Right

has embraced podcasts as a way to reach followers. White supremacist podcast audiences are not large by the standards of mainstream podcasts but represent significant audiences for white supremacists.

Additionally, white supremacists have increased on-campus and off-campus propaganda efforts in the past year. Since the beginning of 2017, ADL's Center on Extremism has tracked more than 900 white supremacist propaganda incidents, from distributions of white supremacist literature to display of white supremacist handbills, posters, and more. The 2017-18 school year saw a 77 percent increase of incidents on campus from the previous academic year, with 292 cases reported, compared to 165 in 2016-2017.

The initial data in the new map consists of more than 4,500 data points representing a range of extremist activities, including:

- Extremist-related murders (2008-2017)
- Terrorist plots and attacks (2002-2017)
 - Right-wing: 2002-2017
 - Islamist: 2002-2017
 - Left-wing: 2008-2017
- Extremist shootouts with police (2008-2017)
- White supremacist propaganda on and off campus (Fall 2016-to date)
- White supremacist rallies (2017-2018)
- Anti-Semitic incidents (2016-2017)

The map allows users to see the types of tactics extremists use, read details on specific incidents, compare activity by type and or state, and access and download raw data.

“As extremism and hate increases its reach, so too will our efforts to expose them locally and nationally,” said George Selim, ADL's Senior Vice President of Programs. “These resources are educational tools for all who are committed to fighting hate. We look forward to working with partners to strengthen our research and capabilities to prevent hate from spreading further.”

ADL is the world's leading anti-hate organization. Founded in 1913 in response to an escalating climate of anti-Semitism and bigotry, its timeless mission is to protect the Jewish people and to secure justice and fair treatment for all. Today, ADL continues to fight all forms of hate with the same vigor and passion. A global leader in exposing extremism, delivering anti-bias education, and fighting hate online, ADL is the first call when acts of anti-Semitism occur. ADL's ultimate goal is a world in which no group or individual suffers from bias, discrimination or hate. More at www.adl.org.

Kelly, Siobhan (POL)

From: Nan M. Sauer <nsauer@robertssauer.com>
Sent: Wednesday, July 11, 2018 12:55 PM
To: Xhemollari, Anjeza
(EPS);jkraft@BGCB.org;ajavier@mylmcc.org;mjonesjohnson@gmail.com;Bennett, Daniel
(EPS);rtrestan@adl.org;Nadeau, Genevieve (AGO);Gulluni, Anthony
(WES);dkaufman@jewishberkshires.org;Johnson, Robert;Roedel, Jennifer (EPS);Kasper,
Jody;izzymarrero.bpd@gmail.com;wdeborah1620
@gmail.com;kellynee@bu.edu;yusufi@masboston.org;Todisco, Emily (POL);Queally,
Jennifer (EPS);Morales, Lisa (EPS);nnour@bwh.harvard.edu;Lord, Spencer
(EPS);cheryl.heroux@umassd.edu;joshkraft@ymail.com;Kasper, Jody
Subject: RE: THE GOVERNOR'S TASK FORCE ON HATE CRIMES HOLDS LISTENING SESSION AT
LAWRENCE PUBLIC LIBRARY-Sargent Auditorium

I can probably swing it. – NMS

—
Nan M. Sauer, Esq.



Roberts & Sauer LLP | 100 Cambridge Street, Suite 1400 | Boston, MA 02114 |
direct: 857-228-0726 | fax: 857-304-0434 | nsauer@robertssauer.com

From: Xhemollari, Anjeza (EPS) <anjeza.xhemollari@state.ma.us>
Sent: Wednesday, July 11, 2018 12:22 PM
To: jkraft@BGCB.org; ajavier@mylmcc.org; mjonesjohnson@gmail.com; Nan M. Sauer <nsauer@robertssauer.com>;
Bennett, Daniel (EPS) <daniel.bennett@state.ma.us>; rtrestan@adl.org; Nadeau, Genevieve (AGO)
<genevieve.nadeau@state.ma.us>; Gulluni, Anthony (WES) <anthony.gulluni@state.ma.us>;
dkaufman@jewishberkshires.org; Johnson, Robert <rjohnson@umassd.edu>; Roedel, Jennifer (EPS)
<jennifer.roedel@state.ma.us>; Kasper, Jody <jkasper@northamptonma.gov>; izzymarrero.bpd@gmail.com;
wdeborah1620@gmail.com; kellynee@bu.edu; yusufi@masboston.org; Todisco, Emily (POL)
<emily.todisco@state.ma.us>; Queally, Jennifer D (EPS) <jennifer.d.queally@state.ma.us>; Morales, Lisa (EPS)
<lisa.morales@state.ma.us>; nnour@bwh.harvard.edu; Lord, Spencer B (EPS) <spencer.b.lord@state.ma.us>;
cheryl.heroux@umassd.edu; joshkraft@ymail.com; Kasper, Jody <jkasper@northamptonma.gov>
Subject: THE GOVERNOR'S TASK FORCE ON HATE CRIMES HOLDS LISTENING SESSION AT LAWRENCE PUBLIC LIBRARY-
Sargent Auditorium

Good Afternoon Task Force Members,

We are having a fourth listening session at the Lawrence Public Library on July 25, 2018 from 5-7pm. So far, I have two board members that have volunteered to participate and I need two more!!!!

Please respond to me if you are willing to attend this listening session.

Thanks
Anjeza

Anjeza Xhemollari
Office Support Specialist II to
Jennifer Queally, Undersecretary for Law Enforcement
Executive Office of Public Safety and Security

One Ashburton Place, Rm. 2133 Boston, MA 02108

Direct: (617)274-5540 Fax: (617)727-4764

anjeza.xhemollari@state.ma.us

Kelly, Siobhan (POL)

From: Xhemollari, Anjeza (EPS)
Sent: Wednesday, July 11, 2018 12:22 PM
To: jkraft@BGCB.org; ajavier@mylmcc.org; mjonesjohnson@gmail.com; nsauer@robertssauer.com; Bennett, Daniel (EPS); rtrestan@adl.org; Nadeau, Genevieve (AGO); Gulluni, Anthony (WES); dkaufman@jewishberkshires.org; Johnson, Robert; Roedel, Jennifer (EPS); Kasper, Jody; izzymarrero.bpd@gmail.com; wdeborah1620@gmail.com; kellynee@bu.edu; yusufi@masboston.org; Todisco, Emily (POL); Queally, Jennifer (EPS); Morales, Lisa (EPS); nnour@bwh.harvard.edu; Lord, Spencer (EPS); cheryl.heroux@umassd.edu; joshkraft@ymail.com; Kasper, Jody
Subject: THE GOVERNOR'S TASK FORCE ON HATE CRIMES HOLDS LISTENING SESSION AT LAWRENCE PUBLIC LIBRARY-Sargent Auditorium
Attachments: Gov's Press Release-Hate Crimes-Lawrence Public Library Listening Session.pdf

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Jennifer Queally, Undersecretary for Law Enforcement
Executive Office of Public Safety and Security
One Ashburton Place, Rm. 2133 Boston, MA 02108
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anjeza.xhemollari@state.ma.us



CHARLES D. BAKER
Governor

Office of the Governor
Commonwealth of Massachusetts
State House, Boston, MA 02133
Tel: 617-725-4000

KARYN E. POLITO
Lieutenant Governor

THE GOVERNOR'S TASK FORCE ON HATE CRIMES
HOLDS LISTENING SESSION AT
LAWRENCE PUBLIC LIBRARY

The Governor's Task Force on Hate Crimes, established pursuant to Executive Order No. 578, is holding a listening session at the Lawrence Public Library this July to seek input on the issues of hate crimes, hate events and biased based incidents in schools and other educational settings. All members of the public are welcome and invited to provide input, comments and feedback on the following topics:

1. Best practices for identifying hate crimes, hate events and bias based incidents in school communities.
2. Major obstacles facing educators, administrators, school nurses and counselors addressing hate crimes, hate events and biased based incidents in school communities
3. Suggestions and recommendations for addressing hate crimes, hate events and biased based incidents in school communities.

The listening session will be held on
July 25, 2018 from 5:00pm to 7:00pm

Lawrence Public Library
Main Library @ Sargent Auditorium
51 Lawrence Street
Lawrence, MA 01841

Please Note:

- Task force members will not be answering questions at the listening sessions.
- Input from members of the public will be limited by time constraints and should be focused on the topics listed above.
- Written submissions are welcomed and may be submitted to The Governor's Task Force on Hate Crimes by letter, or email, to the addresses listed below.
- *Please submit all written comments no later than July 31st, 2018.*

By Letter:

Anjeza Xhemollari
Executive Office of Public Safety and Security
One Ashburton Place, Rm. 2133
Boston, MA 02108

By Email:

anjeza.xhemollari@state.ma.us

- All members of the public attending a listening session may be required to provide a photo identification to go through building security.

Kelly, Siobhan (POL)

From: Ben Sasson-Gordis, Talia <TaliaB@adl.org>
Sent: Monday, July 09, 2018 12:44 PM
To: Ryan, Kristin (POL)
Cc: Stuckey, Jacob
Subject: RE: NECTS 2018 Invitation

Dear Kristin,

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Please feel free to contact me if you have any questions, or if you need a printed version of the application form.

Have a wonderful week, and looking forward,

Talia

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We look forward to hearing from you.

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Kelly, Siobhan (POL)

From: Nee, Kelly A. <kellynee@bu.edu>
Sent: Monday, June 25, 2018 8:19 AM
To: Nan M. Sauer;Nadeau, Genevieve (AGO);Xhemollari, Anjeza (EPS);Kasper, Jody;joshkraft@ymail.com;izzymarrero.bpd@gmail.com;Gulluni, Anthony (WES);rtrestan@adl.org;Morales, Lisa (EPS);Todisco, Emily (POL);Bennett, Daniel (EPS);Queally, Jennifer (EPS);Roedel, Jennifer (EPS);ajavier@mylmcc.org;Lord, Spencer (EPS);jkraft@BGCB.org;Sky Yeatts
Subject: Re: THE GOVERNOR'S TASK FORCE ON HATE CRIMES-Law Enforcement @ Gillette Stadium
Attachments: HateCrimesPaper2016v2.pdf; HateCrimesPolicy2016.pdf

Good Morning,

This is the IACP policy I refer to. I apologize I don't have the ability to bring multiple copies with me.

Kelly

From: Nan M. Sauer <nsauer@robertssauer.com>
Sent: Sunday, June 24, 2018 11:10:58 PM
To: Nadeau, Genevieve (AGO); Nee, Kelly A.; Xhemollari, Anjeza (EPS); Kasper, Jody; joshkraft@ymail.com; izzymarrero.bpd@gmail.com; Gulluni, Anthony (DAA); rtrestan@adl.org; Morales, Lisa (EPS); Todisco, Emily (POL); Bennett, Daniel (EPS); Queally, Jennifer D (EPS); Roedel, Jennifer (EPS); ajavier@mylmcc.org; Lord, Spencer (EPS); jkraft@BGCB.org; Sky Yeatts
Subject: RE: THE GOVERNOR'S TASK FORCE ON HATE CRIMES-Law Enforcement @ Gillette Stadium

Thank you, Genevieve. I'll bring printouts of your draft with me for Monday's law enforcement subcommittee meeting.

From: Nadeau, Genevieve (AGO) <genevieve.nadeau@state.ma.us>
Sent: Sunday, June 24, 2018 8:06 PM
To: Nee, Kelly A. <kellynee@bu.edu>; Xhemollari, Anjeza (EPS) <anjeza.xhemollari@state.ma.us>; Kasper, Jody <jkasper@northamptonma.gov>; joshkraft@ymail.com; izzymarrero.bpd@gmail.com; Nan M. Sauer <nsauer@robertssauer.com>; Gulluni, Anthony (DAA) <anthony.gulluni@state.ma.us>; rtrestan@adl.org; Morales, Lisa (EPS) <lisa.morales@state.ma.us>; Todisco, Emily (POL) <emily.todisco@state.ma.us>; Bennett, Daniel (EPS) <daniel.bennett@state.ma.us>; Queally, Jennifer D (EPS) <jennifer.d.queally@state.ma.us>; Roedel, Jennifer (EPS) <jennifer.roedel@state.ma.us>; ajavier@mylmcc.org; Lord, Spencer (EPS) <spencer.b.lord@state.ma.us>; jkraft@BGCB.org; Sky Yeatts <syatts@bgcb.org>
Subject: Re: THE GOVERNOR'S TASK FORCE ON HATE CRIMES-Law Enforcement @ Gillette Stadium

All,

In advance of our subcommittee meeting, I thought I'd share the attached -- which I put together based on our conversations to date and solely for the purpose of getting us started on putting pen to paper. This is a quick rough draft and is by no means meant to suggest any consensus as to the substance of our recommendations (because I recognize that we don't necessarily have that yet). I just thought it might help organize/advance our thinking. I know that others have started writing up their own recommendations as well.

(Unfortunately, I will not be able to print anything before the meeting tomorrow.)

Hope you've all had a good weekend.

Best,
Genevieve

Genevieve C. Nadeau
Chief, Civil Rights Division
Office of the Attorney General
One Ashburton Place
Boston, Massachusetts 02108
T: 617.963.2121 | F: 617.727.5762
Email: genevieve.nadeau@state.ma.us

From: Nee, Kelly A. <kellynee@bu.edu>
Sent: Sunday, June 24, 2018 3:31:12 PM
To: Xhemollari, Anjeza (EPS); Kasper, Jody; joshkraft@ymail.com; izzymarrero.bpd@gmail.com; nsauer@robertssauer.com; Gulluni, Anthony (WES); rtrestan@adl.org; Morales, Lisa (EPS); Todisco, Emily (POL); Bennett, Daniel (EPS); Queally, Jennifer (EPS); Roedel, Jennifer (EPS); Nadeau, Genevieve (AGO); ajavier@mylmcc.org; Lord, Spencer (EPS); jkraft@BGCB.org; Sky Yeatts
Subject: Re: THE GOVERNOR'S TASK FORCE ON HATE CRIMES-Law Enforcement @ Gillette Stadium

Good Afternoon All,

Hate to interrupt your Sunday but I thought this article captured some of the issues we have been discussing. See you tomorrow.

I thought you might enjoy this article from ProPublica: <https://www.propublica.org/article/why-america-fails-at-gathering-hate-crime-statistics>

From: Xhemollari, Anjeza (EPS) <anjeza.xhemollari@state.ma.us>
Sent: Wednesday, May 23, 2018 12:31 PM
To: Kasper, Jody; joshkraft@ymail.com; izzymarrero.bpd@gmail.com; nsauer@robertssauer.com; Gulluni, Anthony (DAA); Nee, Kelly A.; rtrestan@adl.org; Morales, Lisa (EPS); Todisco, Emily (POL); Bennett, Daniel (EPS); Queally, Jennifer D (EPS); Roedel, Jennifer (EPS); Nadeau, Genevieve (AGO); ajavier@mylmcc.org; Lord, Spencer B (EPS); jkraft@BGCB.org; Sky Yeatts
Subject: THE GOVERNOR'S TASK FORCE ON HATE CRIMES-Law Enforcement @ Gillette Stadium


Good Afternoon Sub-Task Force Members on Law Enforcement,

On May 18, 2018, Sub-Task Force Members decided to have the third meeting on June 25, 2018 at 10:00am-12:00pm.

Meeting will be held at Gillette Stadium, **E2 Entrance, The Luxury Suite Red 18**

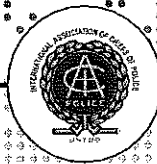
For those who cannot attend this meeting, please join the conference call.

[REDACTED]
[REDACTED]



Sincerely,

Anjeza Xhemollari
Office Support Specialist II to
Jennifer Queally, Undersecretary for Law Enforcement
Executive Office of Public Safety and Security
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IACP LAW ENFORCEMENT POLICY CENTER

Investigation of Hate Crimes

Concepts and Issues Paper

September 2016

I. INTRODUCTION

A. Purpose of Document

This paper was designed to accompany the *Model Policy on Investigation of Hate Crimes* developed by the IACP Law Enforcement Policy Center. This paper provides essential background material and supporting documentation to provide greater understanding of the developmental philosophy and implementation requirements of the model policy. This material will be of value to law enforcement executives in their efforts to tailor the model policy to the requirements and circumstances of their communities and their law enforcement agencies.

B. Background

Hate crimes and hate incidents are major issues for all law enforcement agencies because of their unique impact on victims as well as the community. A strong law enforcement response is necessary if the proper message is to be sent to the perpetrators of such crimes.

Hate crimes are not simply assaults, property damage, or violations of civil rights; they are crimes that specifically target a class of individuals within our society. As such, they not only affect the targeted victim, but also have far-reaching effects on large segments of the communities in which they take place. They provide fuel to the underlying prejudices and fears that trigger these crimes in the first place, thus continuing the cycle of hatred, prejudice, and bias.¹ The broad impact of hate crimes makes them

¹ The term "bias" is defined as a preformed negative opinion or attitude toward a group of persons based on their race, religion, disability, sexual orientation, ethnicity, gender, or gender identity and is used interchangeably with hate throughout this document.

a major concern for all law enforcement agencies. Though hate and its consequences have always been part of the human condition, humans are not born with prejudices or intolerance. These attitudes are learned, as are the behaviors that constitute hate crime. Social and demographic changes, particularly as rapid and pervasive as witnessed in 21st century America, can engender fear of being displaced and, in turn, bias-motivated attitudes and behavior. Most perpetrators of hate crime are steeped in the fear and anger that fuel prejudice.²

C. Hate Crime Defined

A hate crime, also known as a bias crime, is defined in federal law as "a crime in which the defendant intentionally selects a victim, or in the case of a property crime, the property that is the object of the crime, because of the actual or perceived race, color, religion, national origin, ethnicity, gender, gender identity, disability, or sexual orientation of any person."³

The concept of what entails a hate crime is often misunderstood. In many cases, there is confusion between hate incidents and hate crimes. Legally, a hate crime is any crime enumerated in a hate crime statute in which a perpetrator is subject to an enhanced penalty because the crime was motivated by bias, as defined by the statute. These criminal acts become hate crimes only when the perpetrator intentionally selects the victim or property on the basis of a personal characteristic, or if they place

² International Association of Chiefs of Police, "Hate Crime in America Summit Recommendations," from the 1998 summit, Alexandria, Virginia, January 1999, <http://www.theiacp.org/ViewResult?SearchID=140> (accessed August 1, 2016).

³ Matthew Shepard and James Byrd, Jr., Hate Crimes Prevention Act of 2009, 18 U.S.C. § 249.

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a potential victim in reasonable fear of physical injury. Arson, aggravated assault, and vandalism exemplify such crimes. Hate incidents are those actions by an individual that, while motivated by bias, do not rise to the level of a criminal offense. Hate incidents involve behaviors that, while motivated by bias, are *not* criminal acts.

D. Hate Crime Statutes

Further understanding of hate crimes can be found in the context of hate crime statutes. Such laws date to the Ku Klux Klan Act enacted by Congress in 1871. Since that time, federal and state legislators have recognized hate crimes as dangerous to our society and have passed numerous pieces of legislation designed to target enforcement efforts against perpetrators of such acts

In addition, as of 2016, the federal government, 45 states, and the District of Columbia have enacted statutes that provide enhanced penalties for hate crimes. Hate crime definitions often encompass not only violence against individuals or groups, but also crimes against property, such as arson or vandalism, particularly those directed against community centers or houses of worship. Agencies should consult their legal counsel for definitions of hate crime in their jurisdictions.

A brief review of federal prohibitions will lay the framework for later discussion of the identification of hate crimes, criminal penalties associated with these incidents, and federal and state reporting requirements. *It should be noted, however, that the vast majority of hate crime prosecutions are brought by state and local officials.*

Hate crime prosecutions on the federal level frequently contain violations of one or more other crimes, such as the use of a firearm in the commission of a felony or obstruction of justice. State laws, similarly, provide for enhanced penalties when an underlying crime, such as assault, trespass, or destruction of property can be proved beyond a reasonable doubt to have been motivated by hate. Additionally, victims of hate crimes may also be able to pursue civil action under federal and some state statutes for both damages and injunctive relief.

On the federal level, Section 241 of Title 18 makes it unlawful for two or more persons to conspire to injure, oppress, threaten, or intimidate an inhabitant of the United States in the free exercise or enjoyment of a right or privilege secured by the Constitution or laws of the United States. This statute requires only that a conspiracy be proven and does not require an act to take place in furtherance of that conspiracy. It also protects all inhabitants of the United States, whether or not they are citizens. An alien, even if he or she has entered the country illegally, would also receive the benefits and protection of this statute. Under the federal code, in order to invoke this statute, the perpetrators of the crime must be motivated by

a desire to interfere with the rights of one of the victims.

The statute defining federally protected activities, 18 U.S.C. Section 245, is one of the two primary federal criminal civil rights statutes for bias-based violence cases that do not involve housing. Section 245 prohibits the use of force or threats of force against individuals because of their race, color, religion, or national origin, and because those individuals are engaged in federally protected activities. This includes interference in the right to enroll in public school or college; the right to participate in any benefit, service, or program administered by a state; employment by any private employer or state or local agency; travel in or use of a facility of interstate commerce; and enjoyment of goods or services of any place of public accommodation.

For example, one of the federally protected activities is enrolling in or attending public school or college. In a hypothetical case that may at first appear to involve a violation of this right under Section 245, a group of white youths and a group of black youths attending the same school engage in a brawl on school property. Investigation finds that the dispute between them, though racially motivated to a degree, grew out of an argument at football practice between a white youth and a black youth. In such a scenario, there is no federal violation because the motive for the fight had nothing to do with attendance at or enrollment in a public school.

This example illustrates that it is sometimes difficult to define a violation of this and other federal and state hate crime statutes. The true motivation of a defendant can be very difficult to prove even though criteria have been developed to define hate crime and bias.

U.S. law, in 18 U.S.C. Section 247, criminalizes attacks on religious property and obstructions of persons who are enjoying the exercise of their religious beliefs. This statute was amended by the Church Arson Prevention Act of 1996 [Public Law 104-155] that covers racially-motivated church burnings and bombings, as well as acts of desecration motivated by religious animus when the defendant has traveled in interstate commerce or has used a facility or instrumentality of interstate commerce.

The criminal portion of the Fair Housing Act of 1968, 42 U.S.C. Section 3631, prohibits housing-related violence on the basis of race, color, religion, sex, handicap, familial status, or national origin. The types of violence usually prosecuted under this section include cross burning, fire bombing, arson, gunshots, rock throwing, and vandalism; fact patterns that indicate attempts to intimidate residents into vacating their homes or property. The statute reaches all persons involved in any housing-related activity, including sellers, buyers, landlords, tenants, and real estate agents. Federal prosecutors have also used 18 U.S.C. Section 248, the Freedom of Access to Clinic

Entrances (FACE) Act [Public Law 103-259 (1994)], to combat violence or interference with any person lawfully exercising or seeking to exercise the First Amendment right of religious freedom at a place of religious worship.

Also on the federal level, in 1994 Congress enacted the Hate Crime Sentencing Enhancement Act.⁴ This provision requires the U.S. Sentencing Commission to increase the penalties for crimes in which the victim was intentionally selected because of the actual or perceived race, color, religion, national origin, ethnicity, gender, gender identity, disability, or sexual orientation of any person.

In 2009, Congress enacted the Matthew Shepard and James Byrd, Jr., Hate Crimes Prevention Act (HCPA), which complements existing hate crime laws and eliminates jurisdictional obstacles to federal involvement in these cases.⁵ The HCPA provides limited jurisdiction for federal law enforcement officials to investigate and prosecute certain violent hate-motivated crimes in which the victim was attacked because of his or her actual or perceived race, religion, disability, sexual orientation, ethnicity, gender, or gender identity. In addition, under the HCPA, at the request of a state, local, or tribal law enforcement agency, the U.S. Attorney General may provide technical, forensic, prosecutorial, or any other form of assistance in hate crime investigations or prosecutions. Federal support—through training or direct assistance—can help ensure that hate-motivated violence is effectively investigated and prosecuted.

The HCPA does not punish thought or speech. In fact, the text of the HCPA emphasizes that nothing in the law should be inferred to restrict an individual's freedom of speech. In 1993, in *Wisconsin v. Mitchell*,⁶ the U.S. Supreme Court unanimously upheld the constitutionality of the Wisconsin penalty-enhancement statute, effectively removing any doubt that state legislatures may properly increase the penalties for criminal activity in which the victim is intentionally targeted because of his or her race, religion, disability, sexual orientation, ethnicity, gender, or gender identity. The Court found that the penalty-enhancement statute did not violate an individual's First Amendment right to free speech, as the statute focuses not on a defendant's prejudices, but rather on the defendant's *criminal actions*, which were based upon those prejudices. While bigotry cannot be outlawed, hate crime statutes

demonstrate an important commitment to confront criminal activity motivated by prejudice.⁷

However, not all states have comprehensive, inclusive coverage of all types of victims.⁸ Some state laws also prohibit more specific hate crime-related activities such as the burning of crosses, wearing of masks, and operation of secret societies.

E. Hate Crime Statistics

Over the years, one of the greatest barriers to confronting and overcoming hate violence on national, state, and local levels has been the lack of firm statistical data on the incidence and nature of those crimes. While several states had implemented programs to capture this information from local authorities, most law enforcement agencies previously had no reporting requirements of this type. On a national level, only the Anti-Defamation League (ADL) collected hate-related crime statistics and, in that case, only as it related to anti-Semitic incidents.

In response to a growing concern about hate crimes, Congress passed, and on April 23, 1990, President George H.W. Bush signed, the Hate Crime Statistics Act (HCSA) of 1990. Guidelines were developed as part of the FBI's Uniform Crime Reporting (UCR) Program,⁹ to collect data "about crimes that manifest evidence of prejudice based on race, religion, sexual orientation, or ethnicity, including where appropriate the crimes of murder; non-negligent manslaughter; forcible rape, aggravated assault, simple assault, intimidation, arson, and destruction, damage, or vandalism of property."¹⁰ In 1994, Congress expanded coverage of the HCSA to require FBI reporting on crimes based on disability. The HCPA amended the HCSA to

⁷ For a review of state statutes on hate and bias crimes, refer to the Hate Crime Statutes chart by the ADL <http://www.adl.org/assets/pdf/combating-hate/ADL-updated-2016-Excel-State-Hate-Crime-Statutes.pdf> (accessed August 1, 2016). ADL also provides extensive information on hate violence and response to hate crimes on its website at www.adl.org. The Leadership Conference on Civil and Human Rights also provides resources and links on hate crime analysis and response on its website at www.civilrights.org.

⁸ Currently, only 30 states and the District of Columbia include sexual orientation-based crimes in their hate crime statutes; only 30 states and the District of Columbia include coverage of gender-based crimes; only 15 states and the District of Columbia include coverage of gender identity-based crimes, and only 31 states and the District of Columbia include coverage for disability-based crimes. Anti-Defamation League, State Hate Crime Statutory Provisions, <http://www.adl.org/assets/pdf/combating-hate/ADL-updated-2016-Excel-State-Hate-Crime-Statutes.pdf> (accessed August 1, 2016).

⁹ U.S. Department of Justice, Federal Bureau of Investigation, Criminal Justice Information Services Division, *Hate Crime Data Collection Guidelines and Training Manual*, <http://www.fbi.gov/about-us/cjis/ucr/hate-crime-data-collection-guidelines-and-training-manual.pdf> (accessed August 1, 2016).

¹⁰ Hate Crime Statistics Act (1990), <https://www.congress.gov/bills/101st-congress/house-bill/1048/text/enr> (accessed August 1, 2016).

⁴ 28 U.S.C. 994.

⁵ 18 U.S.C. § 249, Public Law 111-84, Division E (2009). For an excellent review of the HCPA and state hate crime laws, see "A Guide to State-Level Advocacy Following Enactment of the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act," Human Rights Campaign, <http://www.hrc.org/resources/entry/a-guide-to-state-level-advocacy-following-enactment-of-the-matthew-shepard> (accessed August 1, 2016).

⁶ *Wisconsin v. Mitchell*, 508 U.S. 476 (1993).

require FBI reporting on crimes based on gender and gender identity, as well as hate crimes committed by or directed against juveniles.

Many states and the District of Columbia require the collection of hate crime data. Participation in the FBI's national reporting program, which—like the rest of the UCR Program—is voluntary, has increased over the years. As of 2014 (the most current year for which statistics are available), 15,494 state and local law enforcement agencies voluntarily reported 5,479 bias-motivated criminal acts to the FBI.¹¹ The almost 15,500 federal, state, and local agencies represent the highest participation in the HCSA program since its inception. Yet, in spite of the progress that has been made in this reporting effort, measurement and reporting challenges make it impossible to determine, with any degree of certainty, the actual magnitude of hate crimes or whether the rate of these crimes has been rising or falling over the years.¹² Indeed, a major challenge to the accurate reporting of hate crimes is the necessity for officers to determine offender motivation. Understandably, many officers and reporting agencies are reluctant to ascribe bias motivation to offenders until incidents can be thoroughly investigated or offenders apprehended. Nevertheless, the FBI suggests a protocol that law enforcement agencies can follow to determine whether bias motivation exists.¹³

Another major problem in collection of statistical information is that many, if not most, victims do not report hate crimes to the police. Reasons for this include

- fear of revictimization or retaliation by the perpetrators;
- feelings of humiliation or shame about being victimized;
- fear of having privacy compromised;
- uncertainty about the responsiveness and concern of law enforcement and the justice system;
- mistrust or cultural fears of dealing with law enforcement;
- language barriers;
- fear of being deported on the part of undocumented aliens; and

- for homosexual, bisexual, or transgender people, a fear that their sexual orientation will be made known.¹⁴

Considering these and other factors, UCR hate crime statistics undoubtedly underrepresent the actual occurrence of these crimes. But, from the data that are available, a basic profile of hate crime motivations can be estimated. Of the 5,479 single bias-motivated crimes reported in 2014, 46.9 percent were motivated by racial bias, 18.6 percent by sexual orientation bias, 18.5 percent by religious bias, 11.8 percent by ethnicity or national origin bias, and 1.5 percent by disability bias. In 2014, the second year the FBI collected gender and gender identity-based hate crimes from law enforcement agencies, 0.6 percent of the reported crimes were gender-based and 1.8 percent were hate crimes targeting transgender individuals.

Figures, as reported to the FBI, strongly suggest a serious undercounting of hate crimes in the United States—and the need for more training and education on the importance and utility of hate crime data collection as a tool for law enforcement in preventing these impactful community disturbances and advancing police-community relations.¹⁵

F. Recent Trends in Bias-Motivated Crime

The United States has experienced a significant increase in acts of intimidation, vandalism, and violence towards Muslims. So, too, following the September 11, 2001, terrorist attacks, the nation witnessed a wave of attacks against Americans and others who appeared to be Muslim, Sikh, Middle Eastern, or South Asian. These incidents, many involving youthful offenders, included

¹⁴ A report by the Organization of Chinese Americans, Responding to Hate Crimes: A Community Action Guide, 2nd ed., <http://cymedn.com/sites/www.ocanational.org/resource/resmgr/ocahatecrime2006.pdf> and studies by the National Organization of Black Law Enforcement Executives (NOBLE) and others have revealed that some of the most likely targets of hate violence are the least likely to report these crimes to the police. In addition to cultural and language barriers, some immigrant victims, for example, fear reprisals or deportation if incidents are reported. Many new Americans come from countries in which residents would never call the police—especially if they were in trouble. Gay, lesbian, and transgender victims, facing hostility; discrimination; and, possibly, family pressures, may also be reluctant to come forward to report these crimes. These issues present a critical challenge for improving law enforcement response to hate violence.

¹⁵ FBI Director James B. Comey addressed this issue in an April 2014 speech to the Anti-Defamation League: “[W]e need to do a better job of tracking and reporting hate crime to fully understand what is happening in our communities and how to stop it. There are jurisdictions that fail to report hate crime statistics. Other jurisdictions claim there were no hate crimes in their community—a fact that would be welcome if true. We must continue to impress upon our state and local counterparts in every jurisdiction the need to track and report hate crime. It is not something we can ignore or sweep under the rug.” <https://www.fbi.gov/news/speeches/the-fbi-and-the-adl-working-toward-a-world-without-hate> (accessed August 1, 2016).

¹¹ U.S. Department of Justice, Federal Bureau of Investigation, “Hate Crime Statistics 2014,” <https://www.fbi.gov/about-us/cjis/ucr/hate-crime/2014> (accessed August 1, 2016).

¹² A November 2005 report by Caroline Wolf Harlow for the Bureau of Justice Statistics entitled *Hate Crime Reported by Victims and Police* extrapolated that there was an annual total of 191,000 hate crimes. If true, this would indicate that the actual level of hate crimes is between 19 to 31 times higher than the level reported for the last 15 years. See <http://www.bjs.gov/content/pub/pdf/hcrvp.pdf> (accessed August 1, 2016.).

¹³ U.S. Department of Justice, Federal Bureau of Investigation, Criminal Justice Information Services Division, *Hate Crime Data Collection Guidelines and Training Manual*.

vandalism, intimidation, assaults, and several murders at places of worship, schools, neighborhood centers, grocery stores, gas stations, restaurants, and homes. In 2000, out of 8,063 hate crime incidents reported to the FBI, 28 were motivated by an anti-Islamic bias. However, in 2001, that number jumped to 481 out of 9,730 total hate crime incidents. In addition, hate crimes committed because of the actual or perceived national origin of the victim increased from 911 in 2000 to 2,098 in 2001. Though the numbers of hate crime incidents motivated by an anti-Islamic or anti-Arab bias have diminished since 2001, the numbers remain significantly higher than they were before September 11.

In addition, members of South Asian communities remain frequent targets of hate violence. Over the past few years, there has been substantial evidence that these communities have been targeted for violence and vandalism because of their religious practices, appearance, and apparel—including distinctive beards, turbans, traditional forehead art, or head coverings. In response, civil rights and religious groups and members of Congress elevated their call for the FBI to collect data on Arab, Sikh, and Hindu victims of hate crimes. The FBI Hate Crime Statistics Act report including data collected in 2015 will be the first to include anti-Arab, anti-Sikh, and anti-Hindu hate crimes (and several other religious categories). The recently-updated FBI HCSA training manual includes a section called Special Considerations when Working with Victims from Arab, Hindu, Muslim, Sikh, and South Asian Communities.¹⁶

One by-product of the current national policy debate over immigration policy has been a sustained number of violent assaults and attacks against legal and illegal Hispanic immigrants, as well as Hispanic-American citizens, with crimes ranging from vandalism to brutal assaults and murders. Since 2000, the FBI has reported over 7,200 hate crimes directed at individuals on the basis of their Hispanic ethnicity. The level of violent attacks against Hispanic citizens, legal, and undocumented immigrants—and those perceived to be immigrants—over the past decade correlates closely with the debate over comprehensive immigration reform and an escalation in the level of anti-immigrant speech on radio, television, and the Internet.¹⁷ This has been exacerbated by the Syrian refugee crisis—and concerns about the possibility of the importation of terrorism from countries in the Middle East.

The ADL has documented an increase in anti-immigrant speech and violent assaults committed against these individuals.¹⁸ It is important that law enforcement engage these communities and victims of hate crimes and let them know that they are entitled to full protection under the law, regardless of their immigration status.

The Internet provides extremists with an unprecedented ability to spread hate and recruit followers. Individual racists and organized hate groups now have the power to reach a global audience of millions and to communicate among like-minded individuals easily, cheaply, safely, and anonymously. Equally troubling, Internet users, particularly young people, have never been more exposed and vulnerable to the efforts of these extremists to influence, recruit, and intimidate. Moreover, there is significant evidence that the Internet is playing an increasing role in facilitating self-radicalization.

Although hate speech is offensive and hurtful, the First Amendment usually protects such expression. However, there is a growing trend to use the Internet to intimidate and harass individuals on the basis of their race, religion, sexual orientation, gender, gender identity, disability, or national origin. When speech contains a direct, credible threat against an identifiable individual, organization, or institution, it becomes criminal conduct. Regardless of the mode of delivery, hate speech containing criminal threats is not protected by the First Amendment. Existing federal and state hate crime laws make it illegal to target an individual for bias-motivated threats, intimidation, or harassment whether sent by mail, over the phone, or over the Internet.

Yet, hate crimes perpetrated over the Internet present a special challenge for investigators. The ease of sending Internet hate messages and threats across state lines can make perpetrators and victims difficult to identify and locate and creates special criminal jurisdictional issues. Criminal cases concerning hate speech on the Internet have, to date, been few in number. The Internet is vast and perpetrators of online hate crimes hide behind anonymous screen names, electronically garbled addresses, and websites that can be relocated and abandoned overnight.

It is imperative that law enforcement authorities keep pace with the vast changes brought on by this technology. Particularly important is the need to understand the

¹⁶ U.S. Department of Justice, Federal Bureau of Investigation, Criminal Justice Information Services Division, *Hate Crime Data Collection Guidelines and Training Manual*, 59.

¹⁷ Leadership Conference on Civil Rights Education Fund, *Confronting the New Faces of Hate: Hate Crimes in America*, 2009 (June 2009), http://www.protectcivilrights.org/pdf/reports/hatecrimes/lccref_hate_crimes_report.pdf (accessed August 1, 2016).

¹⁸ Anti-Defamation League, “With Hate in Their Hearts: The State of White Supremacy in the United States,” <http://www.adl.org/combating-hate/m/state-of-white-supremacy-in-the-united-states/#.ViMFQL-RVhHw>; “Immigrants Targeted: Extremist Rhetoric Moves into the Mainstream,” http://www.adl.org/assets/pdf/civil-rights/immigration/Immigrants-Targeted-UPDATE_2008.pdf. See also Jonathan Greenblatt, “When Hateful Speech Leads to Hate Crimes: Taking Bigotry Out of the Immigration Debate,” (blog), http://blog.adl.org/greenblatt/when-hateful-speech-leads-to-hate-crimes-taking-bigotry-out-of-the-immigration-debate?_ga=1.255951819.1743592422.1399316508 (all accessed August 1, 2016).

applicability of existing federal and state statutes to bias-motivated criminal acts committed over the Internet. Law enforcement officials and prosecutors must respond appropriately to these hate-motivated criminal acts and be prepared to investigate these crimes under those laws.¹⁹

II. PROCEDURES

A. Initial Crime Scene Response

Law enforcement officers, investigators, and supervisors have important roles to play in response to hate incidents and crimes. By doing their jobs effectively and carefully, law enforcement officers can reinforce the message that hate crimes will be investigated promptly and aggressively, thus, enhancing the likelihood that the perpetrators will be apprehended and successfully prosecuted.

Many aspects of the initial law enforcement response to a suspected hate crime are like those in other crime response procedures. These include securing the crime scene, stabilizing the victim(s), requesting medical assistance if necessary, identifying witnesses and perpetrators, and similar requirements. However, there are some unique elements of these tasks that officers should be aware of in order to perform these and other preliminary tasks with maximum effectiveness. For example, because of the special nature and community impact of these crimes, the chief executive or his or her designee should be alerted when serious hate crimes occur.

For example, officers should recognize that a disproportionately high number of both hate crime perpetrators and victims are persons under the age of 21—and frequently these crimes are committed by youths acting in groups or gangs. Some of these may involve loose acquaintances of individuals while others may involve more formalized groups. These formalized gangs have been known to be heavily armed and should be considered dangerous.

Stabilizing hate crime scenes may also be more difficult where violence has been employed or the threat of violence has been made against individuals. Under these circumstances, victims, friends, neighbors, and sympathizers often have a tendency to congregate at the crime scene. Under these conditions, first responders should request supervisory assistance together with backup to be used in crowd control and related capacities. Tensions often run high in these situations, and talk or threats of retaliation or reprisals may be encountered. Protection of the crime scene and the safety of officers in these situations

can be problematic without additional law enforcement personnel.

Officers should be particularly sensitive to the feelings and emotions of victims, as they typically suffer deep emotional distress and a sense of personal violation. The victims may fear for the safety of themselves and their families from renewed attacks or retaliation if they cooperate with law enforcement, or they may focus anger and hatred toward real or presumed perpetrators with the notion of seeking revenge.

These emotionally laden circumstances make the work of the first responder more difficult. The actions that these officers take can also have a lasting impact on the victims and the relationship of the law enforcement agency to the victim's community. The assistance of supervisory personnel should be requested together with other resources such as translators, community relations officers, or victim advocacy workers. In some cases it may be best to assist the victim and his or her family by contacting a close family member or friend, social caseworker, or family clergyman to provide the support that he or she needs and to assist in gathering information.

Preservation and collection of evidence at the crime scene should be given high priority. If there are many individuals at the scene, the risks of interference with evidence collection or contamination of evidence is increased. The need to photograph and collect physical evidence is an immediate concern and may involve such items as hate literature, cans of spray paint, graffiti, threatening letters, and symbolic objects of hate groups such as swastikas or crosses. If the evidence cannot be physically carried away, for example in the case of graffiti, then the appropriate level of command should attempt to notify building property owners regarding the need for complete removal as soon as possible. The ADL has compiled a database to assist law enforcement with recognizing hate symbols and tattoos.²⁰

The preliminary investigation should concentrate on developing any information concerning suspected perpetrators, identifying witnesses to include those who may no longer be at the crime scene, and establishing whether the victims received any threats prior to the occurrence or were previously the targets of any hate-related incidents and whether the neighborhood has experienced any hate incidents or crimes in the recent past. If a suspect or perpetrator made any statements to the victim(s), the exact wording should be recorded in as much detail as possible.

¹⁹ See, *Investigating Hate Crimes on the Internet*, by Partners Against Hate, http://www.partnersagainsthate.org/publications/investigating_hc.pdf (accessed August 1, 2016).

²⁰ Anti-Defamation League, "Hate On Display: Hate Symbols Database," <http://www.adl.org/combating-hate/hate-on-display> (accessed August 1, 2016).

For law enforcement officers, concern for victims of paramount importance when responding to crimes. For more information, officers should refer to the *IACP Model Policy and Concepts and Issues Paper on Response to Victims*. In particular to hate crimes, officers should not make assumptions about a victim's culture, religion, sexual orientation, or lifestyle choices or allow personal values in these areas to affect their objectivity. Officers should also avoid the use of stereotyped or biased terms and criticism of the victim's behavior.

Officers should ask the victims if they have any idea who the perpetrator(s) of the crime might be and if they have any idea why they were victimized. While a final determination of whether a crime is a bias crime can be made only by an informed and trained officer based on the totality of information gathered during the investigation, the perception of the victim is important.

Finally, initial responding officers should document the incident thoroughly on designated department report forms, noting any particular hate crime indicators. To evaluate a perpetrator's motives, officers should consider the following signs of bias:

- perceptions of the victim(s) and witnesses about the crime;
- the perpetrator's comments, gestures, or written statements that reflect bias, including graffiti or other symbols;
- any relevant differences between perpetrator and victim, whether actual or perceived by the perpetrator;
- similar incidents in the same location or neighborhood to determine whether a pattern exists;
- whether the victim was engaged in activities promoting his or her group or community, for example, by clothing or conduct;
- whether the incident coincided with a holiday or date of particular significance;
- involvement of organized hate groups or their members; and
- absence of any other motive for the crime, such as economic gain.

The presence of any of these factors does not confirm that the incident was a hate crime or incident but might indicate the need for further investigation into motive. It should be remembered that victims and perpetrators can appear to be from the same race, ethnicity, nationality, or religion, but it is the *perpetrator's perception of difference* (whether accurate or not) motivating his or her criminal behavior that constitutes a hate crime.

B. Classification of Hate Crimes

Once a responding officer has completed his initial report and classified an incident as a suspected hate crime, the report should be forwarded to an investigative officer, immediate supervisor, or other "second judgment officer" who has received special training in classifying and dealing with hate crimes. Even in smaller agencies with limited resources, one individual should be specially assigned the responsibility for reviewing suspected hate crime incidents and making the final decision as to the existence or nonexistence of a bias motivation. This procedure is important for accurate statistical reporting of such incidents on the local, state, and national levels. Of equal if not greater importance, it is a critical means of accurately identifying the underlying reasons for these incidents so that they can be adequately addressed on enforcement and prosecutorial levels and perhaps prevented in the future.

As noted, it is often difficult to accurately identify hate-motivated crimes. Generally, no single factor is sufficient to make this determination. Rather, it is often the result of cumulative information that supports this finding. It is not enough, for example, to determine that the perpetrator was biased against the victim's racial, religious, ethnic, sexual orientation, gender, gender identity, or disability group. A hate crime occurs only when the offender was motivated, in whole or in part, to act criminally on account of that bias. In sorting out the facts of a particular situation, an investigator may wish to seek answers to the following types of questions:

- Is the victim a member of a target racial, religious, ethnic or national origin, sexual orientation, gender, gender identity, or disability group?
- Were the offender and the victim of different racial, religious, ethnic or national origin, sexual orientation, gender, gender identity, or disability groups?
- Would the incident have taken place if the victim and offender were part of the same groups?
- Were biased oral comments, written statements, or gestures made by the offender that indicates his or her bias? (e.g., the offender shouted a racial epithet at the victim.)
- Were bias-related drawings, markings, symbols, or graffiti left at the crime scene? (e.g., a swastika was painted on the door of a synagogue.)
- Were certain objects, items, or things that indicate bias used (e.g., the offender wore a white sheet with a hood covering his face) or left behind by the offender (e.g., a burning cross was left in front of the victim's residence)?

- Was the victim visiting a neighborhood where previous hate crimes had been committed against other members of his or her group and where tensions remain high against his group?
- Have similar incidents occurred in the same locality or at about the same time, and are the victims all of the same racial, religious, ethnic or national origin, sexual orientation, gender, gender identity, or disability group?
- Does a substantial portion of the community where the crime occurred perceive that the incident was motivated by hate?
- Was the victim engaged in activities or an event promoting his or her personal identity?
- Did the incident coincide with a holiday relating to, or a date of particular significance to a particular group (e.g., Martin Luther King, Jr. Day, Rosh Hashanah)?
- Was the offender previously involved in a similar hate crime or is he or she a member of a youth gang organized around shared personal characteristics?
- Were there indications that a hate group was involved? (For example, a hate group claimed responsibility for the crime or was active in the neighborhood.)
- Does a historically established animosity exist between the victim's group and the offender's group?
- Is this incident similar to other known and documented cases of bias, particularly in this area? Does it fit a similar modus operandi to these other incidents?
- Has the victim been previously involved in similar situations?
- Are there other explanations for the incident?
- Did the offender have some understanding of the impact his or her actions would have on the victim?

The investigating officer should ensure that continuous contact is maintained with the victim. Lack of information about case status can be one of the greatest sources of anxiety for victims. Those who have been subjected to hate crimes may be particularly sensitized to law enforcement's response to their needs, both at the time of and immediately following the offense, as well as during the ongoing course of the investigation. Additionally, members of the victim's racial, religious, national or ethnic origin, sexual orientation, gender, gender identity, or disability group are also keenly observant of law enforcement's response to the victim and the crime. Law enforcement contact with community leaders among the victim's community group, coupled with meetings with members of that group where

necessary, can help to alleviate many potential fears and misgivings about the police response. It will also give the agency the opportunity to identify any other unreported incidents of a similar nature. Studies show that when citizens believe law enforcement will respond effectively to their problems, they are more likely to report crime.²¹

Finally, the investigating officer or other appropriate individual should coordinate the investigation with the agency's intelligence function or, alternatively, their state and regional intelligence operation. This will be of particular assistance in linking the offense with any related activities of extremists and organized hate groups operating in the area.

The decision of law enforcement officials whether to classify a crime as a hate crime, and the separate decision of a local prosecutor whether or not to bring hate crime charges, can be complicated. The ADL and the Cook County, Illinois, State's Attorney's Office developed a Frequently Asked Questions document to address some of the basic legal and practical considerations involved in labeling and charging a hate crime.²²

C. Data Collection and Reporting

Every agency should develop a standard system for collecting, analyzing, and reporting incidents of crime that are, in whole or in part, directed against individuals because of race, religion, ethnicity, gender, sexual orientation, gender identity, or disability.

Law enforcement investigations of hate crimes should seek to determine the primary elements of the incident and obtain the information necessary to complete the federal and state hate crime data collection requirements. The elements needed consist of the following:

- **Person(s) Targeted:** Name, address, telephone number, personal background, and other details.
- **Object Targeted:** Details on the type of premises, building, or institution against which the offense was committed. For instance, public property; private property; or premises primarily used for religious, educational, residential, memorial, charitable, or cemetery purposes, or for assembly by persons of a particular race, color, religion, sexual orientation, gender, gender identity, disability, or ethnicity.

²¹ National Organization of Black Law Enforcement Executives (NOBLE), *A Law Enforcement Guidebook for Responding to Racial and Religious Violence* (Landover, MD: October, 1985), <https://www.ncjrs.gov/pdffiles1/Digitization/102420NCJRS.pdf> (accessed August 1, 2016).

²² Anti-Defamation League and Cook County Hate Crimes Prosecution Council, *Hate Crimes Data Collection and Prosecutions: Frequently Asked Questions*, http://www.adl.org/combat_hate/hatecrimes_qa/HateCrimesFAQ.pdf (accessed August 1, 2016).

- **How Targeted:** The way in which the person or property was attacked or damaged. For example, assaulted; put in fear of bodily violence; or by placing on public or private property a symbol, object, characterization, appellation, or graffiti that exposes another to threats of violence, contempt, or hatred on the basis of race, color, religion, ethnicity, sexual orientation, gender, gender identity, or disability.
- **Means of Attack:** The instrument, tool, device, or method by which the person or property was attacked or damaged.
- **Time and Date:** The time and date the offense was reported, as well as the time and date the offense took place.
- **Trademark:** The mode of operation or individual identifying characteristics of the bias incident that may serve to distinguish the offense from others committed in much the same fashion. This element is helpful in connecting a suspect if a series of incidents have occurred, and these investigative elements can be crucial in developing an operating pattern and in identifying participation of organized hate groups.
- Collaborate with community organizations, schools, and other public agencies to develop coordinated approaches to hate crime prevention and response.
- Engage the media as partners in restoring victimized communities and preventing bias-motivated incidents and crimes.

In addition, police agencies should not dismiss or diminish the significance of hate and bias symptoms within their communities. Organizations or loose confederations of individuals whose rhetoric or literature targets groups of individuals for discrimination and abuse can create an atmosphere that breeds more aggressive acts. Police and community indifference to hate-oriented groups and their doctrines of prejudice can inadvertently send the message that the community will not take a stand against them. In the twisted minds of perpetrators, it may even imply that their abhorrent behavior is condoned by other individuals or organizations within the community. Where hate-oriented speech, literature, symbols, and gatherings flourish unopposed, they can form the impetus for progressively more serious and illegal acts such as disturbing the peace, threats of violence, vandalism, assaults, violations of civil rights, arson, and even murder.

It is a best practice for every agency to submit monthly reports on all hate crime occurrences to the appropriate state crime analysis center or central repository—and to the FBI, in accordance with guidelines established pursuant to the HCSA. Further, agencies should make information, records, and statistics collected available to any appropriate local or state agency and to the public as quickly as possible, subject to all confidentiality requirements otherwise imposed by law.

Working with victims and groups who share the personal characteristics of the victim in a constructive and professional manner to counter these threats is an important undertaking for individual police officers and the police agency as a whole. One cannot overemphasize the significance and impact of individual officers who initially respond to the scene of hate crimes and incidents and investigative officers who may conduct ongoing investigations of these incidents.

D. Prevention of Hate Crime Incidents

As an organizations with high visibility in the community, law enforcement agencies generally feel the brunt of collective frustrations and fears generated by these crimes. As such, there are a number of actions that should be taken to address these crimes and the community's reaction to them and to help redirect community energies into constructive actions and strategies. Most of these measures are beyond the scope and purpose of this document. But, as examples, law enforcement agencies may want to consider the following:

- Establish a policy of zero tolerance for prejudice throughout the police department.
- Sponsor and participate in community events and activities that promote diversity, tolerance, bias reduction, and conflict resolution.

Acknowledgment

This document was developed in conjunction with the Washington Office of the Anti-Defamation League and with particular assistance from Michael Lieberman, Washington Counsel, Director, Civil Rights Policy Planning Center.

Every effort has been made by the IACP Law Enforcement Policy Center staff and advisory group to ensure that this document incorporates the most current information and contemporary professional judgment on this issue. Readers outside of the United States should note that, while this document promotes procedures reflective of a democratic society, its legal basis follows United States Supreme Court rulings and other federal laws and statutes. Law enforcement administrators should be cautioned that no "model" policy can meet all the needs of any given law enforcement agency. Each law enforcement agency operates in a unique environment of court rulings, state laws, local ordinances, regulations, judicial and administrative decisions and collective bargaining agreements that must be considered, and should therefore consult its legal advisor before implementing any policy. In addition, the formulation of specific agency policies must take into account local political and community perspectives and customs, prerogatives and demands; often divergent law enforcement strategies and philosophies; and the impact of varied agency resource capabilities among other factors. This document is not intended to be a national standard.

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RESOURCE GUIDE - ORGANIZATIONS

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN

1310 L Street NW
Suite 1000
Washington, DC 20005
(202) 785-7700
www.aauw.org

ANTI-DEFAMATION LEAGUE

National Office:
605 Third Avenue
New York, NY 10158
(212) 885-7700
www.adl.org

Washington Office:
1100 Connecticut Avenue NW
Suite 1020
Washington, DC 20036
(202) 261-4600

ASIAN AMERICANS ADVANCING JUSTICE

1620 L Street NW
Suite 1050
Washington, DC 20036
(202) 296-2300
www.advancingequality.org

HUMAN RIGHTS CAMPAIGN

1640 Rhode Island Avenue NW
Washington, DC 20036
Toll Free: (800) 777-4723
(202) 628-4160
www.hrc.org

LEADERSHIP CONFERENCE ON CIVIL AND HUMAN RIGHTS & THE LEADERSHIP CONFERENCE EDUCATION FUND

1620 L Street NW
Suite 1100
Washington, DC 20036
(202) 466-3311
www.civilrights.org

MATTHEW SHEPARD FOUNDATION

800 18th Street
Suite 101
Denver, CO 80202
(303) 830-7400
www.matthewshepard.org

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE

4805 Mt Hope Drive
Baltimore, MD 21215
Toll Free: (877) NAACP-98
(410) 580-5777
www.naACP.org

NATIONAL CENTER FOR TRANSGENDER EQUALITY

1400 16th Street NW
Suite 510
Washington, DC 20036
(202) 642-4542
www.transequality.org

NATIONAL COUNCIL OF JEWISH WOMEN

475 Riverside Drive
Suite 1901
New York, NY 10115
(212) 645-4048
www.ncjw.org

NATIONAL DISABILITY RIGHTS NETWORK

820 1st Street NE
Suite 740
Washington, DC 20002
(202) 408-9514
www.ndrn.org

NATIONAL LGBTQ TASK FORCE

1325 Massachusetts Avenue NW
Suite 600
Washington, DC 20005
(202) 393-5177
www.thetaskforce.org

PFLAG

1828 L Street NW
Suite 660
Washington, DC 20036
(202) 467-8180
www.pflag.org

SOUTHERN POVERTY LAW CENTER

400 Washington Avenue
Montgomery, AL 36104
(334) 956-8200
www.splcenter.org

SELECTED RESOURCES ON BIAS-MOTIVATED VIOLENCE AND COUNTERACTION

The Matthew Shepard and James Byrd, Jr. Hate Crime Prevention Act: Public Law 111-84, Division E
www.gpo.gov/fdsys/pkg/PLAW-111publ84/pdf/PLAW-111publ84.pdf

FEDERAL BUREAU OF INVESTIGATION

Hate Crime Statistics, 2014
www.fbi.gov/about-us/cjis/ucr/hate-crime/2014

Hate Crime Data Collection Guidelines and Training Manual
www.fbi.gov/about-us/cjis/ucr/hate-crime-data-collection-guidelines-and-training-manual.pdf

Director James B. Comey (speech, Anti-Defamation League National Leadership Summit, April 2014)
www.fbi.gov/news/speeches/the-fbi-and-the-adl-working-toward-a-world-without-hate

DEPARTMENT OF EDUCATION

Preventing Youth Hate Crime
www.ed.gov/pubs/HateCrime/start.html

DEPARTMENT OF EDUCATION/NATIONAL ASSOCIATION OF ATTORNEYS GENERAL

Protecting Students from Harassment and Hate Crime
www.ed.gov/offices/OCR/archives/Harassment/harassment.pdf

DEPARTMENT OF JUSTICE

Launch of the Department of Justice Community Relations Service (CRS) Transgender Law Enforcement Training
www.justice.gov/iso/opa/dag/speeches/2014/dag-speech-140327.html and
www.justice.gov/iso/opa/asg/speeches/2014/asg-speech-140327.html

Addressing Hate Crimes: Six Initiatives That Are Enhancing the Efforts of Criminal Justice Practitioners
www.ncjrs.gov/pdffiles1/bja/179559.pdf

Hate Crime Training: Core Curriculum for Patrol Officers, Detectives, and Command Officers
www.justice.gov/archive/crs/pubs/hct.pdf

A Policymaker's Guide to Hate Crimes
www.ncjrs.gov/pdffiles1/bja/162304.pdf

Hate Crime Victimization, 2004–2012 - Statistical Tables, February 2014
www.bjs.gov/content/pub/pdf/hcv0412st.pdf

Hate Crime in America: The Debate Continues
www.nij.gov/journals/257/hate-crime.html

Twenty Plus Things Law Enforcement Agencies Can Do to Prevent or Respond to Hate Incidents Against Arab-Americans, Muslims, and Sikhs
www.justice.gov/archive/crs/pubs/twentyplus.pdf

THE INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE

Responding to Hate Crimes: A Police Officer's Guide to Investigation and Prevention
www.theiacp.org/Portals/0/documents/pdfs/HateCrimesBrochure.pdf

Hate Crime in America Summit Recommendations
www.theiacp.org/ViewResult?SearchID=140

NATIONAL DISTRICT ATTORNEYS ASSOCIATION

A Local Prosecutor's Guide for Responding to Hate Crimes
www.ndaa.org/pdf/hate_crimes.pdf

ANTI-DEFAMATION LEAGUE

An Introduction to Hate Crime Laws
www.adl.org/combating_hate/Introduction-to-Hate-Crime-Laws.pdf

HCPA Coalition brief signed by 40 national organizations
www.adl.org/press-center/press-releases/civil-rights/adl-leads-coalition-of-major-civil-rights-groups-uphold-hate-crimes-law.html#.Vui19noe2_A

Hate Crime Laws
www.adl.org/99hatecrime/intro.asp

Hate Crime Laws: Punishment to Fit the Crime
www.adl.org/press-center/c/hate-crime-laws-punishment-to-fit-the-crime.html

ADL 2014 Audit of Anti-Semitic Incidents
www.adl.org/press-center/press-releases/anti-semitism-usa/adl-audit-in-2014-anti-semitic-incidents.html#.ViMUgbRVhHw

Scorecard on Hate Crime Response in the OSCE Region Too Many Countries Don't Make the Grade
www.humanrightsfirst.org/sites/default/files/ADL-HRF-HateCrimes-Scorecard.pdf

HUMAN RIGHTS CAMPAIGN

A Guide to State-Level Advocacy Following Enactment of the Hate Crimes Prevention Act
www.hrc.org/resources/entry/a-guide-to-state-level-advocacy-following-enactment-of-the-matthew-she

LEADERSHIP CONFERENCE ON CIVIL AND HUMAN RIGHTS

Confronting the New Faces of Hate: Hate Crimes in America 2009
www.protectcivilrights.org/pdf/reports/hatecrimes/lccref_hate_crimes_report.pdf

ORGANIZATION OF CHINESE AMERICANS

Responding to Hate Crimes: A Community Action Guide, 2nd Edition
c.ymcdn.com/sites/www.ocanational.org/resource/resmgr/ocahatecrime2006.pdf

PFLAG

Hate Crimes Prevention Guide & Toolkit

www.pflag.org/sites/default/files/Hate%20Crimes%20Guide%20%26%20Toolkit.pdf

NATIONAL COALITION OF ANTI-VIOLENCE PROGRAMS

Lesbian, Gay, Bisexual, Transgender, Queer, and HIV-Affected Hate Violence in 2014

www.avp.org/storage/documents/Reports/2014_HV_Report-Final.pdf

SOUTHERN POVERTY LAW CENTER

Ten Ways to Fight Hate: A Community Response Guide

www.splcenter.org/20100216/ten-ways-fight-hate-community-response-guide



Model Policy

Investigation of Hate Crimes

September 2016

I. PURPOSE

The purpose of this policy is to establish guidelines for identifying and investigating hate crimes and assisting victimized individuals and communities. A swift and strong response by law enforcement can help stabilize and calm the community as well as aid in a victim's recovery.

II. POLICY

Any acts or threats of violence, property damage, harassment, intimidation, or other crimes motivated by hate and bias and designed to infringe upon the rights of individuals are viewed very seriously by this agency and will be given high priority. This agency shall employ all necessary resources and vigorous law enforcement action to identify and arrest hate crime perpetrators. Also, recognizing the particular fears and distress typically suffered by victims, the potential for reprisal and escalation of violence, and the far-reaching negative consequences of these crimes on the community, this agency shall be mindful of and responsive to the security concerns of victims and their families.

This agency shall develop a standard system for collecting, analyzing, and reporting incidents of crime that are, in whole or in part, directed against individuals because of race, religion, ethnicity, gender, sexual orientation, gender identity, or disability.

III. DEFINITIONS¹

Bias: A preformed negative opinion or attitude toward a group of persons based on their race, religion, disability, sexual orientation, ethnicity, gender, or gender identity.

Hate Crime: A crime in which the defendant intentionally selects a victim, or in the case of a property crime, the property that is the object of the crime, because of the actual or perceived race, color, religion, national origin, ethnicity, gender, gender identity, disability, or

sexual orientation of any person.² Most states and the District of Columbia also have hate crime laws. State statutes should be checked for relevant definitions and crime categories.

Hate Incident: Those actions by an individual or group that, while motivated by hate or bias, do not rise to the level of a criminal offense.

Hate Group: An organization whose ideology is primarily or substantially based on antipathy, hostility, or hatred toward persons of a different race, ethnicity, national origin, religion, disability, sexual orientation, gender, and/or gender identity.³

Race: A group of persons who possess common physical characteristics, for example, color of skin, eyes, and/or hair; facial features, and so forth, which are genetically transmitted by descent and heredity and that distinguish them as a distinct division of humankind. Examples include Asians, blacks or African Americans, and whites.

Ethnic Group: A group of persons whose members identify with each other through a common heritage, often consisting of a shared language, culture and/or ideology that stresses common ancestry.

Religious Group: A group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being. Examples include Catholic, Jewish, Protestant, Muslim, Sikh, Hindu, and atheist.

Sexual Orientation: A person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex. Examples include homosexual, bisexual, and heterosexual.

Gender: Used synonymously with sex to denote whether an individual is male or female.

Gender Identity: A person's internal sense of being male, female, or a combination of both; this internal sense of gender may be different from physical gender at birth.

¹ These definitions are based on the FBI's *Hate Crime Data Collection Guidelines and Training Manual*, <http://www.fbi.gov/about-us/cjis/ucr/hate-crime-data-collection-guidelines-and-training-manual.pdf> (accessed August 1, 2016).

² Matthew Shepard and James Byrd, Jr., Hate Crimes Prevention Act of 2009, 18 U.S.C. § 249.

³ Hate groups are tracked by the Southern Poverty Law Center, Anti-Defamation League, and the FBI.

Disability: A physical or mental impairment, whether temporary or permanent, that is due to conditions that are congenital or acquired by heredity, accident, injury, advanced age, or illness.

IV. PROCEDURES

A. Goals

1. Officers shall conduct a thorough, prompt, and complete investigation in all suspected and confirmed hate crimes and assist the local prosecutor. Evidence related to all hate incidents should be thoroughly documented.
2. All officers of this agency shall receive instruction on both hate crime investigation and community-police relations.
3. Investigators shall make every effort to become familiar with organized hate groups operating in the community.

B. Initial Response Procedures

Initial responding officers at the scene of a suspected hate crime shall follow this agency's standard protocol for responding to a crime scene. In particular, officers shall:

1. Collect physical evidence such as hate literature, spray paint cans, and symbolic objects used by hate groups, such as swastikas and crosses.
2. Recognize the potential need for and request the assistance of a translator, where necessary.
3. Notify a supervisor and brief him or her on actions taken thus far.
4. Ensure that all statements made by suspects are recorded verbatim; exact language is critical.
5. Identify prior bias-motivated occurrences in the immediate area or against the same victim.
6. Assist investigators in complying with any federal or state hate crime data collection reporting requirements.

C. Supervisory Responsibilities

The supervisor shall do the following:

1. Notify the chief executive or his or her designee and other appropriate personnel in the chain of command, depending on the nature and seriousness of the offense and its potential inflammatory and related impact on the community.
2. Provide updated information on the status of the investigation and the community impact within 48 hours.
3. Provide immediate assistance to the victim as outlined by this agency's policy on victim response.⁴

4. Communicate with concerned community-based organizations, civic groups, and religious institutions regarding the suspected or confirmed hate crime.
5. Identify individuals or agencies that may provide support and assistance. These may include family members or close acquaintances, family clergy, or a departmental chaplain, as well as community service agencies that provide victim assistance, shelter, food, clothing, child care, or other related services.
6. Ensure that all relevant facts are documented on an incident or arrest report or both and make an initial determination as to whether the incident should be classified as a hate crime for federal and state bias crime-reporting purposes.

D. Investigator's Responsibilities

The investigator shall follow this agency's standard protocol for responding to a crime scene. In particular, investigators shall do the following:

1. If evidence of an inflammatory nature cannot be physically removed (e.g., painted words or signs on a wall), photographs should be taken and the owner of the property should be contacted to do all that is possible to ensure that the graffiti is removed as soon as possible. The investigator shall follow up to ensure that this is accomplished in a timely manner.
2. Work closely with the prosecutor's office to ensure that a legally sound case is developed for prosecution.
3. Coordinate the investigation with other units of this agency, as well as other local, state, and regional intelligence operations in order to identify any patterns, organized hate groups, and suspects potentially involved in the offense.
4. Make a final determination based on evidence and facts as to whether the incident should be classified as a hate crime.
5. Determine the primary elements of the crime and obtain the information necessary to complete the federal and state hate crime data collection requirements.⁵

⁴ See the IACP *Model Policy and Concepts and Issues Paper on Response to Victims*.

⁵ Under the Hate Crime Statistics Act of 1990, as amended by the HCPA, the FBI's UCR Program now collects and reports statistics on hate crimes directed at individuals because of race, religion, disability, sexual orientation, ethnicity, gender, or gender identity—as well as hate crimes committed by and directed against juveniles.

6. Request additional resources from the federal government as necessary and available.⁶
 7. Take steps to ensure that appropriate assistance is being provided to hate crime victims.
- E. Community Relations and Crime Prevention
- Hate crimes are viewed in the community not only as a crime against the targeted victim(s), but also as a crime against the victim's identification group as a whole. Towards this end, this agency's community relations function, or officers so assigned, shall perform the following:
1. Continue to provide assistance to the victim, including protecting his or her privacy and that of his or her family as much as possible.
 2. Work with segments of the larger community after such crimes to help reduce fears, stem possible retaliation, prevent additional hate crimes, and encourage any other previously victimized individuals to step forward and report those crimes, especially if an upward trend has been identified.⁷
 3. Especially in the most serious crimes, meet with neighborhood groups, residents in target communities, and other identified groups as soon as possible to allay fears; emphasize the agency's concern over this and related incidents; reduce the potential for counter-violence and reprisals; and provide safety, security, and crime prevention information.
 4. Engage the media as soon as possible as partners in restoring victimized communities through sensitive and accurate reporting. Information regarding hate crimes should be prepared for the media in an accurate and timely manner.
 5. Conduct public meetings or forums designed to address the community-wide impact of hate crime and violence in general.
 6. Establish liaisons with formal community-based organizations and leaders to mobilize resources that can be used to assist victims and prevent future hate incidents and crimes.
 7. Expand, where appropriate, preventive programs such as hate, bias, and crime reduction seminars for school children.

F. Hate Crime Data Collection and Reporting

This agency shall do the following:

1. Submit a monthly report on all hate crime occurrences to the appropriate state crime analysis center or central repository;
2. Submit a monthly report to the FBI on all hate crime occurrences, in accordance with guidelines established pursuant to the federal Hate Crime Statistics Act.
3. Make information, records, and statistics collected available to any appropriate local or state agency and to the public, subject to all confidentiality requirements otherwise imposed by law.

Acknowledgment

This document was developed by the IACP Law Enforcement Policy Center with cooperation and assistance from the Washington Office of the Anti-Defamation League and with particular assistance from Michael Lieberman, Washington Counsel, Director, Civil Rights Policy Planning Center..

Every effort has been made by the IACP Law Enforcement Policy Center staff and advisory group to ensure that this document incorporates the most current information and contemporary professional judgment on this issue. Readers outside of the United States should note that, while this document promotes procedures reflective of a democratic society, its legal basis follows United States Supreme Court rulings and other federal laws and statutes. Law enforcement administrators should be cautioned that no "model" policy can meet all the needs of any given law enforcement agency. Each law enforcement agency operates in a unique environment of court rulings, state laws, local ordinances, regulations, judicial and administrative decisions and collective bargaining agreements that must be considered, and should therefore consult its legal advisor before implementing any policy. In addition, the formulation of specific agency policies must take into account local political and community perspectives and customs, prerogatives and demands; often divergent law enforcement strategies and philosophies; and the impact of varied agency resource capabilities among other factors. This document is not intended to be a national standard.

⁶ Under the Matthew Shepard and James Byrd, Jr., Hate Crimes Prevention Act (HCPA), at the request of a state, local, or tribal law enforcement agency, the attorney general may provide technical, forensic, prosecutorial, or any other form of assistance in hate crime investigations or prosecutions.

⁷ This is particularly important among marginalized minority groups who may be less likely to report hate crimes to the police, including members of LGBTQ communities and new immigrants. It is important to remember that all victims of hate crimes, *regardless of immigration status*, are entitled to full protection under the law.

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Kelly, Siobhan (POL)

From: Jarvis, Elise <EJarvis@adl.org>
Sent: Monday, June 18, 2018 8:59 AM
Subject: Final Reminder: Tomorrow's live stream session on Leadership in a Time of Terror
Attachments: Invitation live stream session at ATS on Leadership in a Time of Terror.pdf

Final Reminder: We are pleased to invite members of ADL's newly launched Law Enforcement Executives' Alumni Network to join us via live stream broadcast for a special panel discussion on ***Leadership in a Time of Terror***, taking place on **Tuesday, June 19, from 3:30-4:45pm Eastern**. Hear from law enforcement executives about their firsthand experiences and lessons learned in responding to attacks over the past several years that have shaped this country's consciousness of terror. The conversation will take place as part of the fifteenth anniversary session of ADL's Advanced Training School (ATS) course on Extremist and Terrorist Threats, which is ADL's flagship counterterrorism training program for law enforcement executives and commanders from around the country. [Click here to register.](#) [REDACTED] (Please note the password is case-sensitive.)



15th Anniversary

THE ANTI-DEFAMATION LEAGUE

Invites you to join us via live stream
broadcast for a special panel discussion

LEADERSHIP IN A TIME OF TERROR

TUESDAY, JUNE 19, 2018

3:30 PM - 4:45 PM EASTERN TIME

FEATURING

Mark Canty

Deputy Chief, Orlando Police Department

William B. Evans

Police Commissioner, Boston Police Department

Eric McBride

Assistant Chief of Police, San Bernardino Police Department

MODERATED BY

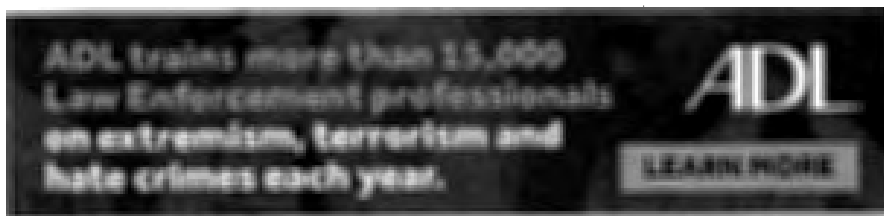
Mary McCord

*Senior Litigator from Practice at the Institute for Constitutional
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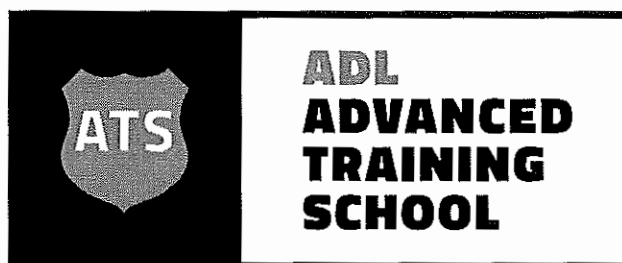
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Elise Jarvis Wilson
Director, Law Enforcement Outreach and Community Security
Anti-Defamation League
Phone: 202-261-4612
Email: ejarvis@adl.org



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15th Anniversary

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Invites you to join us via live stream
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LEADERSHIP IN A TIME OF TERROR

TUESDAY, JUNE 19, 2018

3:30 PM - 4:45 PM **EASTERN TIME**

FEATURING

Mark Canty

Deputy Chief, Orlando Police Department

William B. Evans

Police Commissioner, Boston Police Department

Eric McBride

Assistant Chief of Police, San Bernardino Police Department

MODERATED BY

Mary McCord

*Senior Litigator from Practice at the Institute for Constitutional
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Kelly, Siobhan (POL)

From: Jarvis, Elise <EJarvis@adl.org>
Sent: Monday, June 18, 2018 8:57 AM
Subject: Final Reminder: Tomorrow's live stream session on Leadership in a Time of Terror
Attachments: Invitation live stream session at ATS on Leadership in a Time of Terror.pdf

Final Reminder: We are pleased to invite members of ADL's newly launched Law Enforcement Executives' Alumni Network to join us via live stream broadcast for a special panel discussion on ***Leadership in a Time of Terror***, taking place on **Tuesday, June 19**, from **3:30-4:45pm Eastern**. Hear from law enforcement executives about their firsthand experiences and lessons learned in responding to attacks over the past several years that have shaped this country's consciousness of terror. The conversation will take place as part of the fifteenth anniversary session of ADL's Advanced Training School (ATS) course on Extremist and Terrorist Threats, which is ADL's flagship counterterrorism training program for law enforcement executives and commanders from around the country. [Click here to register.](#) [REDACTED] (Please note the password is case-sensitive.)



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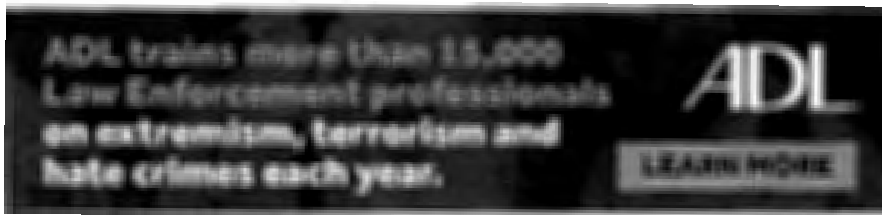
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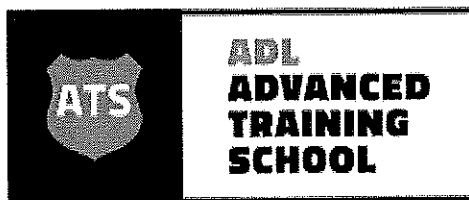
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Kelly, Siobhan (POL)

From: Jarvis, Elise <EJarvis@adl.org>
Sent: Monday, June 11, 2018 8:59 AM
Subject: Reminder: Invitation to next week's live stream session on Leadership in a Time of Terror
Attachments: Invitation live stream session at ATS on Leadership in a Time of Terror.pdf

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From: Jarvis, Elise <EJarvis@adl.org>
Sent: Monday, June 11, 2018 8:58 AM
Subject: Reminder: Invitation to next week's live stream session on Leadership in a Time of Terror
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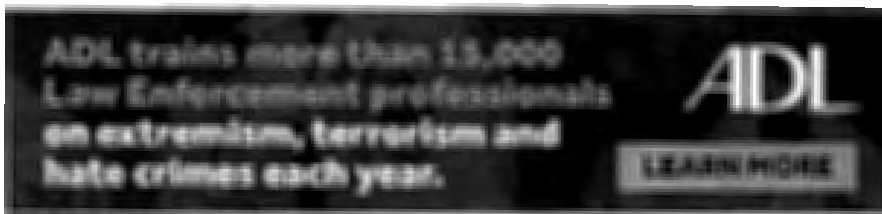
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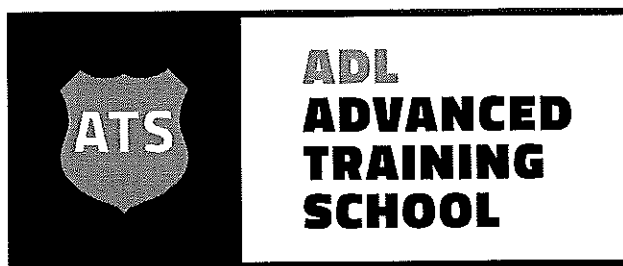
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From: Jarvis, Elise <EJarvis@adl.org>
Sent: Tuesday, June 05, 2018 9:34 AM
Subject: Invitation to live stream session on Leadership in a Time of Terror
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Kelly, Siobhan (POL)

From: Jarvis, Elise <EJarvis@adl.org>
Sent: Tuesday, June 05, 2018 9:01 AM
Subject: Welcome to the ADL Alumni Network

On behalf of the Anti-Defamation League (ADL), I would like to welcome you to the newly launched ADL Law Enforcement Executives' Alumni Network. The Alumni Network was created exclusively for law enforcement leaders who have graduated from one or more of ADL's national law enforcement programs and is designed for continued access to our resources, programs and events. We look forward to your participation in our alumni activities.

Benefits will include:

- Access to virtual briefings and webinars from renowned experts from ADL and law enforcement on critical issues, including: extremism, terrorism, hate crimes, leadership, police community relations, and trust building;
- Previews of new ADL resources and reports on the latest trends we are tracking in extremism, terrorism, and hate;
- New training opportunities to assist law enforcement in managing implicit bias and building trust with the communities you serve;
- Information on best practices and innovations in preventing and responding hate crimes;
- Invitations to ADL gatherings at major law enforcement conferences and events;
- Opportunities to connect and engage with other members of the Alumni Network;
- Opportunities to recommend colleagues for future sessions of ADL's national law enforcement programs;
- And access to resources and support through ADL's network of 26 Regional Offices.

Please feel free to contact me with any questions, and to let us know additional ways that we can be of assistance or service to you, your agency and our program alumni.

We look forward to continuing our work together towards the goal of increasing the security of our nation and the safety of its communities.

Sincerely,

Elise

Elise Jarvis Wilson
Director, Law Enforcement Outreach and Community Security
Anti-Defamation League
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- Previews of new ADL resources and reports on the latest trends we are tracking in extremism, terrorism, and hate;
- New training opportunities to assist law enforcement in managing implicit bias and building trust with the communities you serve;
- Information on best practices and innovations in preventing and responding hate crimes;
- Invitations to ADL gatherings at major law enforcement conferences and events;
- Opportunities to connect and engage with other members of the Alumni Network;
- Opportunities to recommend colleagues for future sessions of ADL's national law enforcement programs;
- And access to resources and support through ADL's network of 26 Regional Offices.

Please feel free to contact me with any questions, and to let us know additional ways that we can be of assistance or service to you, your agency and our program alumni.

We look forward to continuing our work together towards the goal of increasing the security of our nation and the safety of its communities.

Sincerely,

Elise

Elise Jarvis Wilson
Director, Law Enforcement Outreach and Community Security
Anti-Defamation League
Phone: 202-261-4612
Email: ejarvis@adl.org



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A Note to Freedom of Information Officers: This document contains confidential and sensitive information, including commercial information, customer lists (such as rosters), competitively sensitive and proprietary information, and trade secrets, the disclosure of which may cause significant economic harm to the Anti-Defamation League and/or its contributors. Additionally, pursuant to 5 USCS §552(b)(7), these documents contain information compiled for law enforcement purposes and their release could interfere with enforcement proceedings, could disclose the identity of a confidential source, would disclose techniques for law enforcement investigations or prosecutions, or could endanger the life or safety of individuals. We also respectfully request that we be notified if your agency considers disclosing the documents or any of the information contained herein to a third party under the Freedom of Information Act ("FOIA") and state analogues. You may notify us at generalcounsel@adl.org. Thank you in advance

Kelly, Siobhan (POL)

From: Jarvis, Elise <EJarvis@adl.org>
Sent: Tuesday, June 05, 2018 8:59 AM
Subject: Welcome to the ADL Alumni Network

On behalf of the Anti-Defamation League (ADL), I would like to welcome you to the newly launched ADL Law Enforcement Executives' Alumni Network. The Alumni Network was created exclusively for law enforcement leaders who have graduated from one or more of ADL's national law enforcement programs and is designed for continued access to our resources, programs and events. We look forward to your participation in our alumni activities.

Benefits will include:

- Access to virtual briefings and webinars from renowned experts from ADL and law enforcement on critical issues, including: extremism, terrorism, hate crimes, leadership, police community relations, and trust building;
- Previews of new ADL resources and reports on the latest trends we are tracking in extremism, terrorism, and hate;
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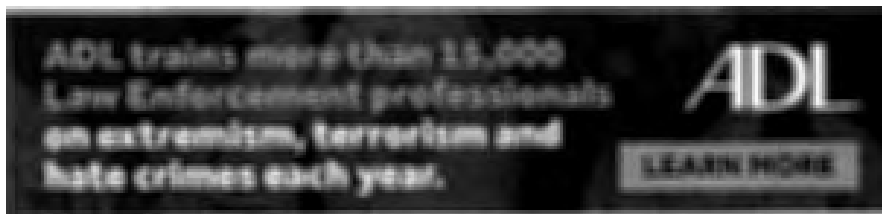
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We look forward to continuing our work together towards the goal of increasing the security of our nation and the safety of its communities.

Sincerely,

Elise

Elise Jarvis Wilson
Director, Law Enforcement Outreach and Community Security
Anti-Defamation League
Phone: 202-261-4612
Email: ejarvis@adl.org



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Kelly, Siobhan (POL)

From: Stuckey, Jacob <JStuckey@adl.org>
Sent: Monday, June 04, 2018 9:38 AM
To: Ryan, Kristin (POL)
Cc: Ben Sasson-Gordis, Talia
Subject: NECTS 2018 Invitation
Attachments: NECTS 2018 Invitation - Colonel Gilpin.pdf

Dear Colonel Gilpin,

On behalf of Robert Trestan and Talia Ben Sasson-Gordis, we are delighted to invite you to attend the New England Counter-Terrorism Seminar in Israel (NECTS), to be held [REDACTED]

Attached please find a copy of the letter previously mailed to your attention.

If you are interested in participating, please contact Talia by phone at (617) 406-6307 or by email at taliab@adl.org no later than June 30, 2018.

We look forward to hearing from you.

Best,

Jacob Stuckey | Administrative Assistant
Anti-Defamation League | 40 Court Street | Boston, MA 02108
Phone: 617.406.6364 | jstuckey@adl.org

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Kelly, Siobhan (POL)

From: Xhemollari, Anjeza (EPS)
Sent: Friday, May 25, 2018 2:10 PM
To: jkraft@BGCB.org; ajavier@mylmcc.org; mjonesjohnson@gmail.com; nsauer@robertssauer.com; Bennett, Daniel (EPS); rtrestan@adl.org; Nadeau, Genevieve (AGO); Gulluni, Anthony (WES); dkaufman@jewishberkshires.org; rjohnson@umassd.edu; Roedel, Jennifer (EPS); Kasper, Jody; izzymarrero.bpd@gmail.com; wdeborah1620@gmail.com; kellynee@bu.edu; yusufi@masboston.org; Todisco, Emily (POL); Queally, Jennifer (EPS); Morales, Lisa (EPS); nnour@bwh.harvard.edu; Lord, Spencer (EPS); cheryl.heroux@umassd.edu; joshkraft@ymail.com; jkasper@northamptonma.gov
Cc: scott@massupt.org; bgaine@miaa.net; president@msno.org; executivedirector@masca.org; Browne, Felix (EPS)
Subject: THE GOVERNOR'S TASK FORCE ON HATE CRIMES HOLDS LISTENING SESSIONS
Attachments: The Governor's Task Force on Hate Crimes-Listening Sessions-Education Task Force Posted on 5.25.18.pdf

Good Afternoon Full Task Force Members,

As you may be aware, the Education Sub-Task Force is holding listening sessions across the Commonwealth to elicit input from members of the public regarding hate crimes, hate incidents and biased based incident in schools and educational settings.

Please find attached a notice that has been posted on the EOPSS website. Please feel free to distribute the posting to anyone you know who may be interested in attending the listening sessions. If you are interested in attending one of the sessions, please contact me no later than May 30th.

Thank you and have a good weekend.

Sincerely,

Anjeza Xhemollari
Office Support Specialist II to
Jennifer Queally, Undersecretary for Law Enforcement
Executive Office of Public Safety and Security
One Ashburton Place, Rm. 2133 Boston, MA 02108
Direct: (617)274-5540 Fax: (617)727-4764
anjeza.xhemollari@state.ma.us

THE GOVERNOR'S TASK FORCE ON HATE CRIMES

HOLDS LISTENING SESSIONS

The Governor's Task Force on Hate Crimes, established pursuant to Executive Order No. 578, is holding listening sessions across the state in June to seek input on the issues of hate crimes, hate events and biased based incidents in schools and other educational settings. All members of the public are welcome and invited to provide input, comments and feedback on the following topics:

1. Best practices for identifying hate crimes, hate events and bias based incidents in school communities.
2. Major obstacles facing educators, administrators, school nurses and counselors addressing hate crimes, hate events and biased based incidents in school communities.
3. Suggestions and recommendations for addressing hate crimes, hate events and biased based incidents in school communities.

The listening sessions will be held on the following schedule:

Springfield State Office Building, 436 Dwight St, Springfield, MA 01103, Room B42
June 7, 2018 4:30pm-6:30pm

McCormack State Office Building, One Ashburton Place, 21st Floor, Boston, MA 02108, Room 2 & 3
June 11, 2018 4:30pm-6:30pm

Worcester State University, 486 Chandler St, Worcester, MA 01602, Sullivan Building-Eager Auditorium
June 12, 2018 4:30pm-6:30pm

Please Note:

- Task force members will not be answering questions at the listening sessions.
- Input from members of the public will be limited by time constraints and should be focused on the topics listed above.
- Written submissions are welcomed and may be submitted to The Governor's Task Force on Hate Crimes by letter, or email, to the addresses listed below.
- *Please submit all written comments no later than June 20th, 2018.*

By Letter:

Anjeza Xhemollari
Executive Office of Public Safety and Security
One Ashburton Place, Rm. 2133
Boston, MA 02108

By Email:

anjeza.xhemollari@state.ma.us

- All members of the public attending a listening session may be required to provide a photo identification to go through building security.



The Anti-Defamation League (ADL)
invites law enforcement leaders
to join us for a virtual briefing on

A Homegrown Threat: Islamist Extremist Plots in the U.S.

Wednesday, May 16, 2018

11:00 am-11:30 am Eastern

Join us for a briefing about the findings of a new report from ADL's Center on Extremism, focusing on the trajectory of Islamist extremist plots in the United States since 2002. It will include an overview of evolving trends drawn from an analysis of 98 Islamist extremist plots and attacks in the U.S. over the past 16 years. Among the key findings, we note that the most significant threat does not come from individuals residing outside U.S. borders; instead, the terrorism tends to be homegrown, strongly influenced by pervasive propaganda from virtual terrorist networks.

[Click here to register.](#)

After registering, you will receive a confirmation email
containing information about joining the webinar.

This briefing is closed to media and members of the press.

Contact Elise Jarvis at ejarvis@adl.org with questions.

Kelly, Siobhan (POL)

From: Jarvis, Elise <EJarvis@adl.org>
Sent: Monday, May 14, 2018 9:04 AM
Cc: Hyde, Julie
Subject: Reminder---ADL Webinar Briefing on A Homegrown Threat: Islamist Extremist Plots in the U.S.
Attachments: Briefing on a Homegrown Threat----Islamist Extremist Plots in the U.S.pdf

Reminder:

The Anti-Defamation League (ADL) invites law enforcement leaders to join us for a webinar briefing on

A Homegrown Threat: Islamist Extremist Plots in the United States

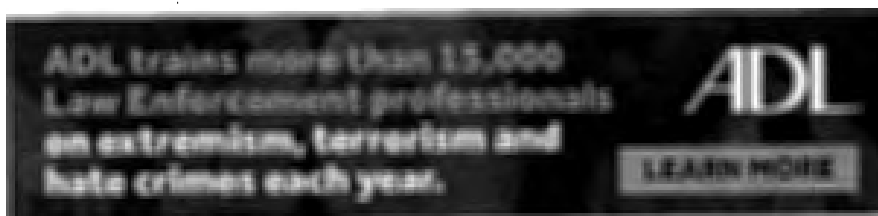
Wednesday, May 16, 2018
11:00-11:30 am (EST)

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Elise Jarvis Wilson
Director, Law Enforcement Outreach and Community Security
Anti-Defamation League
Phone: 202-261-4612
Email: ejarvis@adl.org



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Contact Elise Jarvis at ejarvis@adl.org with questions.

Kelly, Siobhan (POL)

From: Stuckey, Jacob <JStuckey@adl.org> on behalf of Ben Sasson-Gordis, Talia <TaliaB@adl.org>
Sent: Thursday, May 10, 2018 5:20 PM
Subject: Upcoming ADL Briefing for Law Enforcement Leaders on A Homegrown Threat: Islamist Extremist Plots in the United States

Dear Law Enforcement colleagues,

We would like to invite you to join us for a virtual briefing on

A Homegrown Threat: Islamist Extremist Plots in the United States

Wednesday, May 16, 2018
11:00-11:30 am (EST)

Join the Anti-Defamation League (ADL) for a briefing about the findings of a new report from ADL's Center on Extremism, focusing on the trajectory of Islamist extremist plots in the United States since 2002. It will include an overview of evolving trends drawn from an analysis of 98 Islamist extremist plots and attacks in the United States over the past 16 years. Among the key findings, we note that the most significant threat does not come from individuals residing outside U.S. borders; instead, the terrorism tends to be homegrown, strongly influenced by pervasive propaganda from virtual terrorist networks.

[Click here to register.](#) After registering, you will receive a confirmation email containing information about joining the webinar.

This call is closed to media and members of the press.

Please contact Jake at jstuckey@adl.org with questions.

Talia Ben Sasson-Gordis | Senior Associate Regional Director
Anti-Defamation League | 40 Court Street | Boston, MA 02108
Phone: 617.406.6307 | Mobile: 857.364.9145 | taliab@adl.org



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Kelly, Siobhan (POL)

From: Jarvis, Elise <EJarvis@adl.org>
Sent: Wednesday, May 09, 2018 12:49 PM
Subject: ADL Webinar Briefing on A Homegrown Threat: Islamist Extremist Plots in the U.S.
Attachments: Briefing on a Homegrown Threat-----Islamist Extremist Plots in the U.S.pdf

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A Homegrown Threat: Islamist Extremist Plots in the United States

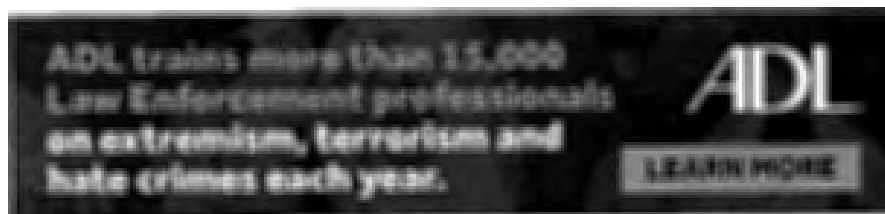
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Elise Jarvis Wilson
Director, Law Enforcement Outreach and Community Security
Anti-Defamation League
Phone: 202-261-4612
Email: ejarvis@adl.org



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Contact Elise Jarvis at ejarvis@adl.org with questions.

Kelly, Siobhan (POL)

From: Jarvis, Elise <EJarvis@adl.org>
Sent: Monday, April 09, 2018 9:31 AM
Subject: Reminder: ATS Applications Due Friday
Attachments: ADL Advanced Training School.pdf; Agencies with Commanders Trained at ATS.pdf

Good morning. This is just a friendly reminder that applications for the upcoming session of our Advanced Training School™ (ATS) course on Extremist and Terrorist Threats are due this Friday. **If there is a candidate whom you'd like to recommend for the course, please send him/her the information and application link below, with a reminder that all applications must be received by the end of the week in order to be considered.** We appreciate your help identifying strong candidates for the class. Thank you!

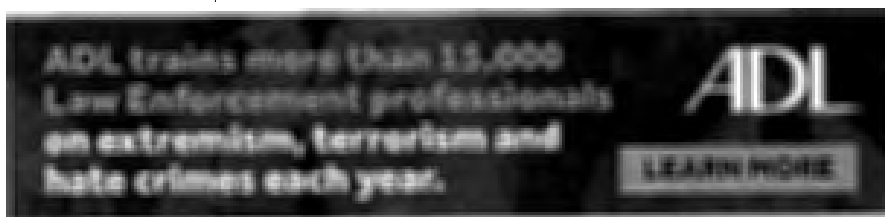
The next session of the Anti-Defamation League's (ADL) Advanced Training School (ATS) course on extremist and terrorist threats will take place from June 18-20 in Washington, DC. ATS is recognized as one of the premier counter-terrorism training programs in the country, and is one of the most sought after. Nearly 1,200 of the nation's top law enforcement leaders, representing over 250 agencies, have graduated from the course, which was created by the Anti-Defamation League in 2004.

- **About ATS.** ATS provides law enforcement executives and commanders with critical information and resources to increase their capabilities in combating domestic and international extremist and terrorist threats. The training is designed to provide law enforcement leaders with practical and useful information which may be used to prevent, investigate and respond to incidents and threats. ATS is acclaimed for the excellence of its curriculum, the skill and knowledge of its presenters and the quality of its participants.
- **Criteria for admission.** Candidates must be senior level law enforcement who oversee special operations, intelligence, counterterrorism, homeland security, special investigations, or related areas. In order to serve as many agencies as possible, no more than one candidate will be admitted from any agency (or federal field office) per ATS session.
- **Class size and selectivity.** A maximum of forty (40) law enforcement leaders are accepted to participate in each session.
- **Costs.** The Anti-Defamation League is responsible for expenses related to participation in the training, including hotel accommodations and meals for the duration of the training. Participants are responsible for their transportation to and from Washington, DC.
- **Deadline. Completed applications must be received by Friday, April 13.**
- **To apply.** [REDACTED]

The Anti-Defamation League (ADL), founded in 1913, is recognized as the leading authority on extremism, terrorism and hate, both foreign and domestic. ADL works in close partnership with federal, state, local, and

military law enforcement and is recognized as a leader in the development of innovative training. Headquartered in New York City, the League has a staff of more than 300 and a network of 26 regional offices.

Elise Jarvis Wilson
Director, Law Enforcement Outreach and Community Security
Anti-Defamation League
Phone: 202-261-4612
Email: ejarvis@adl.org



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“This course will ultimately save lives...”

**-ROBERT BODISCH,
DEPUTY DIRECTOR,
TEXAS DEPARTMENT
OF PUBLIC SAFETY**

“...I have attended trainings over my 30 years in public safety ...but this ATS training stands out with a unique niche unfilled by the rest.”

**-STAN HILKEY,
EXECUTIVE DIRECTOR,
COLORADO DEPARTMENT
OF PUBLIC SAFETY**

“An investment of precious time at any part of the year is always a valuable expenditure and this seminar was well worth the time. The people I met from other law enforcement agencies and the caliber of presenters were second to none.”

**-JAMES LUONGO, DEPUTY
CHIEF, NEW YORK CITY
POLICE DEPARTMENT**



ABOUT THE ADVANCED TRAINING SCHOOL (ATS)

Created by the Anti-Defamation League, the most respected private authority on extremism, the Advanced Training School (ATS) is recognized as one of the nation's premier counter-terrorism training programs. The three day course provides law enforcement leaders with state of the art information and instruction on the full spectrum of domestic and international terrorist threats, tactics and movements. Led by the foremost experts on extremism and terrorism, the curriculum is continually being updated to address the evolving nature of terrorism. Offered twice a year, with a class size limited to forty, more than one thousand of the nation's top law enforcement leaders, representing over 250 agencies, have graduated from the course.

ATS's curriculum includes:

- The latest in expertise, information, and resources to increase the capability of law enforcement executives and commanders to prevent, investigate and respond to incidents and threats.
- An examination of major types of extremist movements, including homegrown Islamic extremism, white supremacy, and anti-government extremism.
- Case studies of recent terrorist acts that provide lessons learned based on the firsthand experiences of law enforcement leaders.

ABOUT THE ANTI-DEFAMATION LEAGUE

The Anti-Defamation League (ADL), founded in 1913, is recognized as the leading authority on extremism, terrorism and hate, both foreign and domestic. ADL works in close partnership with federal, state, local, and military law enforcement agencies and is recognized as a leader in the development of innovative training.

Participation is by application only. For more information, please contact:

Elise Jarvis
ejarvis@adl.org; 202-261-4612

Kelly, Siobhan (POL)

From: Trestan, Robert <RTrestan@adl.org>
Sent: Wednesday, April 04, 2018 11:21 AM
Subject: Conference on Reducing Bias in Schools
Attachments: EMB Register Now.jpg; Tentative Conference Schedule.docx

Dear Fellow Task Force Members,

Attached is the information and details about the conference on April 25-26 hosted by the Boston Public Schools that I spoke about at our last meeting. The focus is on best practices in eliminating bias in schools. I have also attached an internal draft of the agenda to give you a sense of what is being covered. My understanding is that registration is by email reply as noted in the flier. I will be there on April 25th. If you want to attend and experience any difficulty registering just email or call me.

Robert

Robert Trestan
Regional Director
Anti-Defamation League, New England Region
(O) 617-406-6360
(M) 617-515-4023



**EMERGING
BEST PRACTICES**

BIAS-FREE SCHOOLS

Register Now!

WED & THURS

APRIL 25-26, 2018

BOSTON/DEDHAM HILTON

25 ALLIED DRIVE

DEDHAM, MA 02026

"The conference on Preventing and Addressing Bias-Based Incidents truly changed our district's process and protocols. Our team came back with tangible strategies and systems that we have implemented this year, and we are changing the culture in our district."

*Dr. Michael Morris, Superintendent of Schools
Amherst-Pelham Regional School Districts*

For more information, contact:

BiasFreeSchools@bedf.org

Second Annual

EMERGING BEST PRACTICES: PREVENTING AND ADDRESSING BIAS-BASED INCIDENTS IN SCHOOLS

A Two-Day Conference for Southern New England District and School Leaders Hosted by the Boston Educational Development Fund and Boston Public Schools Office of Equity

- Hands-on skill-building workshops, including how to conduct incident investigations
- Practical strategies, including preventative education programs to transform school culture
- Hard won insights and innovative ideas

Keynote Speaker:

Dr. Eddie Moore, Jr.

Founding Director, White Privilege Conference
Coauthor, *The Guide for White Women Who Teach Black Boys*

Sponsors Include:

Anti-Defamation League of New England
Association of Independent Schools of New England
Boston College
Connecticut Assoc. of Public School Superintendents
Connecticut State Department of Education
Eversource
Facing History and Ourselves
Mass. Dept. of Elementary and Secondary Education
Mass. Association of School Superintendents
Mass. Charter Public School Association
Mass. School Administrators' Association
Mettie Wood Education Foundation
Rhode Island Department of Education
Rhode Island Association of School Principals
Simpson Law Office, LLC
Teaching Tolerance



Emerging Best Practices:
Preventing and Addressing Bias-Based Incidents in Schools
Boston/Dedham Hilton
April 25 and 26, 2018

Conference Agenda

Day One: April 25, 2018

- | | |
|---------------|---|
| 8:00 – 8:45 | Continental Breakfast and Networking |
| 8:45 - 9:00 | Opening Student Performance |
| 9:00 – 10:00 | Opening Remarks:
Boston Assistant Superintendent of Equity Becky Shuster
Mayor Marty Walsh (Invited)

Keynote Address: "America's Students Are Changing: Are You Ready?"
Eddie Moore, Jr.
Founder, White Privilege Conference and Author, <i>The Guide for White Women Who Teach Black Boys</i> |
| 10:00 – 10:15 | Transition time |
| 10:15 – 11:30 | Breakout Sessions

Responding to Bias-Based Incidents in Schools: A Multi-Faceted Team Approach Part 1
(Note: this is a double block workshop)
Robert Trestan, Anti-Defamation League

Conducting Investigations of Bias-Based Incidents in Schools Part 1
(Note: this is a double block workshop)
Juna Pierre, Boston Public Schools
Elizabeth Sanghavi, Sanghavi Law Office, LLC
Anthony Cruthird, Sanghavi Law Office, LLC

Transforming Conflict Across Difference in Schools: An Introduction to the Kingian Nonviolence Approach
Ruth Henry, Watertown Middle School Teacher, Moderator
Shannon Thapalia, Kingian Youth Trainer
Lt. Dan Unsworth, Watertown Police Department
Anna Zarkadis, Kingian Youth Trainer
Achieving Racial Equity in School Districts: Policy and Practice
<i>A YWCA Boston Stand Against Racism Event</i>
Rahsaan Hall, American Civil Liberties Union, Moderator
Tony King, Colin Rose, and Becky Shuster, Boston Public Schools
Ayele Shakur, BUILD Boston |



Culturally and Linguistically Sustaining Practices in the Classroom

Hayden Frederick-Clarke, Office of the Opportunity and Achievement Gap, Boston Public Schools, Moderator

Serena La Rocque, National School Climate Center

Maricel Sheets, METCO Director, Newton Public Schools

Ron Walker, Executive Director of the Coalition of Schools Educating Boys of Color

Preventing and Addressing Bias-Based Conduct by School and District Employees

Steven Chen, Boston Public Schools

Jackie Kugell, Morgan, Brown and Joy

11:30 – 11:45

Transition time

11:45 – 1:00

Breakout Sessions

Responding to Bias-Based Incidents in Schools: A Multi-Faceted Team Approach Part 2
(Note: this is a double block workshop)

Robert Trestan, Anti-Defamation League

Conducting Investigations of Bias-Based Incidents in Schools Part 2

(Note: this is a double block workshop)

Juna Pierre, Boston Public Schools

Elizabeth Sanghavi, Sanghavi Law Office, LLC

Anthony Cruthird, Sanghavi Law Office, LLC



Achieving Racial Equity in School Districts: Policy and Practice

A YWCA Boston Stand Against Racism Event

Rahsaan Hall, American Civil Liberties Union, Moderator

Tony King, Colin Rose, and Becky Shuster, Boston Public Schools

Ayele Shakur, BUILD Boston

Culturally and Linguistically Sustaining Practices in the Classroom

Hayden Frederick-Clarke, Office of the Opportunity and Achievement Gap, Boston Public Schools, Moderator

Serena La Rocque, National School Climate Center

Maricel Sheets, METCO Director, Newton Public Schools

Ron Walker, Executive Director of the Coalition of Schools Educating Boys of Color

Students and the "N Word" in 2018: Effective Interventions in Schools

Eddie Moore, Jr., Author, *The Guide for White Women Who Teach Black Boys*

1:00 – 1:15

Transition time

1:15 – 2:30

Panel Discussion and Box Lunch

Opening Remarks: Boston Superintendent of Schools Tommy Chang

Panel Discussion: Best Practices from the Boston Public Schools Office of Equity

Cheryl Harris, Cheryl Harris & Associates, Moderator

Steven Chen, Juna Pierre, & Becky Shuster, Office of Equity, Boston Public Schools

Jillian Meade, Succeed Boston, Boston Public Schools

2:30 – 2:45

Transition time

2:45 – 4:15	<p>Breakout Sessions</p> <p>Bias-Based Bullying: What You Need to Know Under State and Federal Law Richard Cole, Cole Civil Rights and Safe Schools Consulting Torey B. Cummings, Assistant United States Attorney, District of Massachusetts Jodie Elgee, Boston Public Schools</p> <p>Transforming Conflict Across Difference in Schools: An Introduction to the Kingian Nonviolence Approach Ruth Henry, Watertown Middle School Teacher, Moderator Tony Physis, Watertown Police Officer Shannon Thapalia, Kingian Youth Trainer Anna Zarkadis, Kingian Youth Trainer</p> <p>Students and Social Media: Preventing and Addressing Bias-Based Conduct Elizabeth Sanghavi, Sanghavi Law Steven Chen, Boston Public Schools</p> <p>Students and the “N Word” in 2018: Effective Interventions in Schools Eddie Moore, Jr., Author, <i>The Guide for White Women Who Teach Black Boys</i></p> <p>Preventing and Addressing Bias-Based Conduct by School and District Employees Jackie Kugell, Morgan, Brown and Joy Juna Pierre, Boston Public Schools</p> <p>Breaking It Down: A Non-Toxic Race Dialogue Board Game William “Smitty” Smith, National Center for Race Amity</p>
4:15 – 4:30	Transition time
4:30 – 6:00	<p>Conference Participant Reception</p> <p>Book Signing by Co-Editor Eddie Moore, Jr.: <i>The Guide for White Women Who Teach Black Boys</i></p> <p>Networking, Music, and Cash Bar</p>

Day Two: April 26, 2018

8:00 – 9:00	Continental Breakfast and Networking
9:00 – 9:30	<p>Opening Plenary</p> <p>Senator Elizabeth Warren, Videotaped Remarks</p> <p>Keynote Address: “Leading for the Good: Lessons from Across the Nation” Maureen Costello, Director, Teaching Tolerance</p>
9:30 – 9:45	Transition time
9:45 – 11:00	<p>Breakout Sessions</p> <p>World of Difference: A Peer Leadership Approaching to Preventing Bias-Based Incidents Phil Fogelman, Anti-Defamation League</p>

Implementers, TBD

Preventing and Addressing Bias-Based Incidents with Restorative Justice

Susan Maze-Rothstein, Our Restorative Justice, Moderator

Carolyn Boyes Watson, Center for Restorative Justice

Robert DeLossa, Lowell High School

Eli Plenk, Our Restorative Justice

Transgender Students' Rights: Inclusive Policy and Practice

Steven Chen and Danielle Murray, Boston Public Schools

Conducting Investigations of Bias-Based Incidents in Schools Part 1

(Note: this is a double block workshop)

Jenni Lopez, Sanghavi Law Office, LLC

Juna Pierre, Boston Public Schools

Kate Upatham, Sanghavi Law Office, LLC

Breaking It Down: A Non-Toxic Race Dialogue Board Game

William "Smitty" Smith, National Center for Race Amity

The Role of White People in Ending Racism in Schools

A YWCA Boston Stand Against Racism Event

Eddie Moore, Jr., Author, *The Guide for White Women Who Teach Black Boys* Becky Shuster,

Boston Public Schools

Teaching about Bias and Civil Discourse Through Curriculum: Facing History and Ourselves

Tay Abdur-Raham, Facing History

Elizabeth Carroll, Facing History

Elena Maker, Blackstone Academy, Pawtucket, Rhode Island

Transition time

11:00 – 11:15

11:15 - 12:30

Breakout Sessions

World of Difference: A Peer Leadership Approaching to Preventing Bias-Based Incidents

Phil Fogelman, Anti-Defamation League

Implementers, TBD

Preventing and Addressing Bias-Based Incidents with Restorative Justice

Susan Maze-Rothstein, Our Restorative Justice, Moderator

Carolyn Boyes Watson, Center for Restorative Justice

Robert DeLossa, Lowell High School

Eli Plenk, Our Restorative Justice

Transgender Students' Rights: Inclusive Policy and Practice

Steven Chen and Danielle Murray, Boston Public Schools

Conducting Investigations of Bias-Based Incidents in Schools Part 2

(Note: this is a double block workshop)

Jenni Lopez, Sanghavi Law Office, LLC

Juna Pierre, Boston Public Schools

Kate Upatham, Sanghavi Law Office, LLC



Addressing First Amendment and Civil Rights Challenges in Schools in the Current Political Climate

Richard Cole, Cole Civil Rights and Safe Schools Consulting

Teaching about Bias and Civil Discourse Through Curriculum: Facing History and Ourselves

Tay Abdur-Raham, Facing History

Elizabeth Carroll, Facing History

Elena Maker, Blackstone Academy, Pawtucket, Rhode Island

Countering Islamophobia in Schools: Listening to the Voices of Muslim Youth

Barbara Sahli, Muslim Youth Voices

12:30 – 1:45

Lunch and Networking

Use Guidebook to Connect: Post a Discussion Topic and Location

1:45 – 2:00

Transition time

2:00 – 4:00

Breakout Sessions

Cultivating an Inclusive School Climate

Paula Parnagian, Eversource, Moderator

Richard Cole, Cole Civil Rights and Safe Schools Consulting

Serena La Rocque, MA, National School Climate Center

Barbara Sahli, Muslim Youth Voices

Best Practices for Making Integrated Schools Work

TBD, Reimagining Integration, Harvard University

Best Practices for Recruiting, Hiring, and Retaining Teachers of Color

Kris Taylor, Boston Public Schools, Moderator

Ceronne Daly, Boston Public Schools

Ashley Pierre, Boston Public Schools

Welcoming Schools: A Comprehensive Approach

Steven Chen and Danielle Murray, Boston Public Schools

Student Leadership in Preventing and Addressing Bias-Based Incidents

Moderator: Valeria do Vale, Student Immigrant Movement

James Munroe-Ellis, Omar Siala, Cathy Jumba, and Shivani Sharma, Undoing Racism Program, Watertown Public Schools

Jamaleek Bush, Naim Liard, and Keondre McClay, Boston Student Advisory Council Leaders

TBD, World of Difference Peer Leader, Brookline Public Schools

Sophia Bereus, Int'l Leader, YWCA Boston

Kelly, Siobhan (POL)

From: Jarvis, Elise <EJarvis@adl.org>
Sent: Monday, April 02, 2018 8:06 AM
Subject: Reminder: ATS Applications Due Next Week
Attachments: ADL Advanced Training School.pdf; Agencies with Commanders Trained at ATS.pdf

Good morning. This is just a friendly reminder that applications for the upcoming session of our Advanced Training School™ (ATS) course on Extremist and Terrorist Threats are **due next week**. If there is a candidate whom you'd like to recommend for the course, please send him/her the information and application link below, with a reminder that all applications must be received by the end of next week in order to be considered. We appreciate your help identifying strong candidates for the class. Thank you!

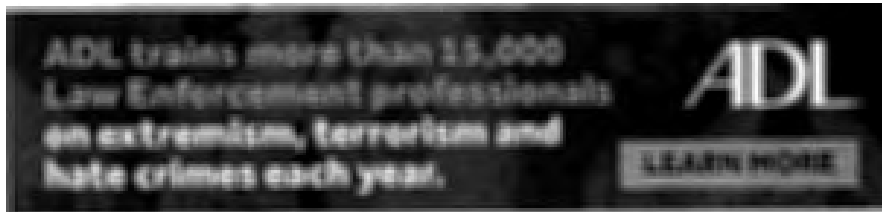
The next session of the Anti-Defamation League's (ADL) Advanced Training School (ATS) course on extremist and terrorist threats will take place from June 18-20 in Washington, DC. ATS is recognized as one of the premier counter-terrorism training programs in the country, and is one of the most sought after. Nearly 1,200 of the nation's top law enforcement leaders, representing over 250 agencies, have graduated from the course, which was created by the Anti-Defamation League in 2004.

- **About ATS.** ATS provides law enforcement executives and commanders with critical information and resources to increase their capabilities in combating domestic and international extremist and terrorist threats. The training is designed to provide law enforcement leaders with practical and useful information which may be used to prevent, investigate and respond to incidents and threats. ATS is acclaimed for the excellence of its curriculum, the skill and knowledge of its presenters and the quality of its participants.
- **Criteria for admission.** Candidates must be senior level law enforcement who oversee special operations, intelligence, counterterrorism, homeland security, special investigations, or related areas. In order to serve as many agencies as possible, no more than one candidate will be admitted from any agency (or federal field office) per ATS session.
- **Class size and selectivity.** A maximum of forty (40) law enforcement leaders are accepted to participate in each session.
- **Costs.** The Anti-Defamation League is responsible for expenses related to participation in the training, including hotel accommodations and meals for the duration of the training. Participants are responsible for their transportation to and from Washington, DC.
- **Deadline.** Completed applications must be received by Friday, April 13.
- **To apply.** Click here: [\[REDACTED\]](#)

The Anti-Defamation League (ADL), founded in 1913, is recognized as the leading authority on extremism, terrorism and hate, both foreign and domestic. ADL works in close partnership with federal, state, local, and

military law enforcement and is recognized as a leader in the development of innovative training. Headquartered in New York City, the League has a staff of more than 300 and a network of 26 regional offices.

Elise Jarvis Wilson
Director, Law Enforcement Outreach and Community Security
Anti-Defamation League
Phone: 202-261-4612
Email: ejarvis@adl.org



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“This course will ultimately save lives...”

**—ROBERT BODISCH,
DEPUTY DIRECTOR,
TEXAS DEPARTMENT
OF PUBLIC SAFETY**

“...I have attended trainings over my 30 years in public safety ...but this ATS training stands out with a unique niche unfilled by the rest.”

**—STAN HILKEY,
EXECUTIVE DIRECTOR,
COLORADO DEPARTMENT
OF PUBLIC SAFETY**

“An investment of precious time at any part of the year is always a valuable expenditure and this seminar was well worth the time. The people I met from other law enforcement agencies and the caliber of presenters were second to none.”

**—JAMES LUONGO, DEPUTY
CHIEF, NEW YORK CITY
POLICE DEPARTMENT**



ABOUT THE ADVANCED TRAINING SCHOOL (ATS)

Created by the Anti-Defamation League, the most respected private authority on extremism, the Advanced Training School (ATS) is recognized as one of the nation's premier counter-terrorism training programs. The three day course provides law enforcement leaders with state of the art information and instruction on the full spectrum of domestic and international terrorist threats, tactics and movements. Led by the foremost experts on extremism and terrorism, the curriculum is continually being updated to address the evolving nature of terrorism. Offered twice a year, with a class size limited to forty, more than one thousand of the nation's top law enforcement leaders, representing over 250 agencies, have graduated from the course.

ATS's curriculum includes:

- The latest in expertise, information, and resources to increase the capability of law enforcement executives and commanders to prevent, investigate and respond to incidents and threats.
- An examination of major types of extremist movements, including homegrown Islamic extremism, white supremacy, and anti-government extremism.
- Case studies of recent terrorist acts that provide lessons learned based on the firsthand experiences of law enforcement leaders.

ABOUT THE ANTI-DEFAMATION LEAGUE

The Anti-Defamation League (ADL), founded in 1913, is recognized as the leading authority on extremism, terrorism and hate, both foreign and domestic. ADL works in close partnership with federal, state, local, and military law enforcement agencies and is recognized as a leader in the development of innovative training.

Participation is by application only. For more information, please contact:

Elise Jarvis
ejarvis@adl.org; 202-261-4612

Kelly, Siobhan (POL)

From: Ben Sasson-Gordis, Talia <TaliaB@adl.org>
Sent: Wednesday, March 28, 2018 4:29 PM
To: Ben Sasson-Gordis, Talia
Cc: Trestan, Robert
Subject: ADL Advanced Training School -- Information and Application for Candidates
Attachments: ADL Advanced Training School.pdf; Agencies with Commanders Trained at ATS.pdf

Dear Law Enforcement Advisory Council,

I am writing to share information with you about the next session of the **Anti-Defamation League's Advanced Training School™ (ATS) course on Extremist and Terrorist Threats**, should you (or another top executive from your agency) be interested in applying to participate in the training. The next ATS session will take place from **June 18-20, 2018 in Washington, DC**. ATS is recognized as one of the premier counter-terrorism training programs in the country, and is one of the most sought after. Nearly 1,200 of the nation's top law enforcement leaders, representing over 250 agencies, have graduated from the course, which was created by the Anti-Defamation League (ADL) in 2004. You will find more information about the training attached and below.

- **About ATS.** ATS provides law enforcement executives and commanders with critical information and resources to increase their capabilities in combating domestic and international extremist and terrorist threats. The training is designed to provide law enforcement leaders with practical and useful information which may be used to prevent, investigate and respond to incidents and threats. ATS is acclaimed for the excellence of its curriculum, the skill and knowledge of its presenters and the quality of its participants.
- **Criteria for admission.** Candidates must be senior level law enforcement who oversee special operations, intelligence, counterterrorism, homeland security, special investigations, or related areas. In order to serve as many agencies as possible, no more than one candidate will be admitted from any agency (or federal field office) per ATS session.
- **Class size and selectivity.** A maximum of forty (40) law enforcement leaders are accepted to participate in each session.
- **Costs.** The Anti-Defamation League is responsible for expenses related to participation in the training, including hotel accommodations and meals for the duration of the training. Participants are responsible for their transportation to and from Washington, DC.
- **Deadline.** Completed applications must be received by **Friday, April 13.**
- **To apply.** Click here: [\[REDACTED\]](#)

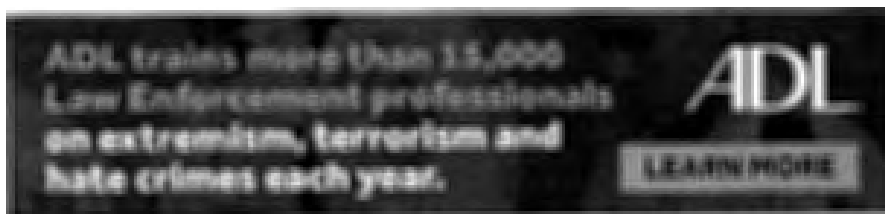
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Please feel free to contact us with any questions.

Best,

Talia

Talia Ben Sasson-Gordis | Senior Associate Regional Director
Anti-Defamation League | 40 Court Street | Boston, MA 02108
Phone: 617.406.6307 | Mobile: 857.364.9145 | taliab@adl.org



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Kelly, Siobhan (POL)

From: Jarvis, Elise <EJarvis@adl.org>
Sent: Monday, March 26, 2018 8:48 AM
Subject: RE: Seeking Recommendations for the 15th Anniversary ATS Session
Attachments: ADL Advanced Training School.pdf; Agencies with Commanders Trained at ATS.pdf

Good morning. We are seeking your help identifying strong candidates for the upcoming session of our Advanced Training School™ (ATS) course on Extremist and Terrorist Threats, taking place from June 18-20, 2018 in Washington, DC. Please share the information attached and below with top law enforcement executives whom you'd recommend for the opportunity. Thank you!

ATS is recognized as one of the premier counter-terrorism training programs in the country, and is one of the most sought after. Nearly 1,200 of the nation's top law enforcement leaders, representing over 250 agencies, have graduated from the course, which was created by the Anti-Defamation League (ADL) in 2004.

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Elise Jarvis Wilson
Director, Law Enforcement Outreach and Community Security

Anti-Defamation League

Phone: 202-261-4612

Email: ejarvis@adl.org



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Kelly, Siobhan (POL)

From: Jarvis, Elise <EJarvis@adl.org>
Sent: Monday, March 19, 2018 1:27 PM
Subject: Seeking Recommendations for the 15th Anniversary ATS Session
Attachments: ADL Advanced Training School.pdf; Agencies with Commanders Trained at ATS.pdf

We will be holding a special 15th anniversary session of our acclaimed **Advanced Training School™ (ATS) course on Extremist and Terrorist Threats** from **June 18-20, 2018** in **Washington, DC**. Please share the information attached and below with top law enforcement executives whom you'd recommend for the opportunity.

ATS is recognized as one of the premier counter-terrorism training programs in the country, and is one of the most sought after. Nearly 1,200 of the nation's top law enforcement leaders, representing over 250 agencies, have graduated from the course, which was created by the Anti-Defamation League (ADL) in 2004.

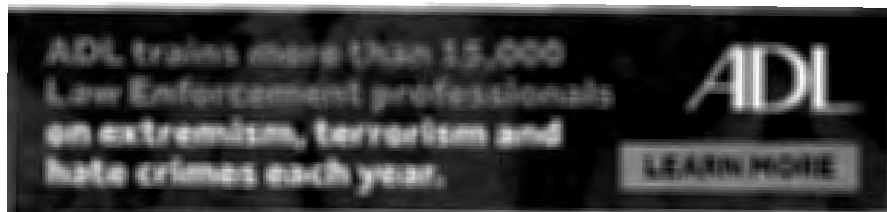
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Elise Jarvis Wilson
Director, Law Enforcement Outreach and Community Security
Anti-Defamation League

Phone: 202-261-4612

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Itemized Price Quote
ADL New England Counter Terrorism Seminar in Israel

Total cost: \$5,117:

1. Airfare (round trip): \$799:

[REDACTED]
[REDACTED]

2. Land package: \$4,318:

- i. \$2,675 (based on minimum [REDACTED] participants). Rates include:
- 7 nights as in the following hotels on BB basis (Breakfast daily) + late check out at [REDACTED]:

○	[REDACTED]	[REDACTED]	[REDACTED]
■	[REDACTED]	[REDACTED]	[REDACTED]
■	[REDACTED]	[REDACTED]	[REDACTED]
■	[REDACTED]	[REDACTED]	[REDACTED]
	[REDACTED]	[REDACTED]	[REDACTED]

- 7 days with new A/C bus – 200 km per day & 10 hours –
- Including - 1 arrival transfer & 1 departure.
- 6 night tours with the bus
- Porterage at the hotels and at the airport upon arrival.
- Entrance fees to [REDACTED]
[REDACTED]
- Assistance at the airport upon arrival
- 8 dinners & 7 lunches at local restaurants
- 8 days water on the bus
- Meeting rooms

- ii. \$893 single supplement

iii. \$750 ADL costs:

• Honoraria and speakers fees (6 including Friday)	\$180
• Payment for Guide: Reuven Solomon	\$225
• Private room charges	\$30
• Tips for guide, driver	\$85
• Tips for meals based on 12% gratuity:	
Dinner \$55, lunch \$35	\$85
• Guests for meals during the mission	\$50
• Soft drinks and wine	\$35
• Porterage	\$10
• Misc.	\$50

From: [Ben Sasson-Gordis, Talia](#)
To: [Ben Sasson-Gordis, Talia](#)
Cc: [Trestan, Robert](#); [Stuckey, Jacob](#)
Subject: ADL trip to Israel - Logistics
Date: Thursday, September 13, 2018 4:38:26 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)

Good afternoon,

Welcome to the ADL Leadership, Resilience and Counter-Terrorism Seminar in Israel. Although we are not leaving until December, we wanted to provide a couple of updates regarding our trip.

- 1) There will be approximately [REDACTED] law enforcement professionals in our group. We are in the process of finalizing the group and will send out a complete list of participants in the next couple of weeks.
- 2) Our trip begins in Boston at Logan Airport. Please plan to arrive at 6:00 PM. We will meet at the El Al ticket counter in Terminal E.

[REDACTED]

On the return flight we depart after midnight on December 11th and arrive home the same day. We will have hotel rooms in [REDACTED] on the day of departure from Israel. A detailed itinerary will not be available until closer to our departure date. It is a long flight and we have found that a good pair of noise cancelling headphones can ease the journey.

- 3) All expenses will be covered by ADL, including airfare from Boston to Tel Aviv (not including upgrades to premium economy seats – see below) , all hotels, meals, tours, guides, and admission costs at museums.
- 4) If you have any seating, meal, or frequent flier requests, please let us know. We request aisle seats for everyone. The airline tickets will be issued in the upcoming months and we will send everyone an electronic ticket.
- 5) There are also a limited number of premium economy seats, which cost around \$160 extra each way. If you would like one of these premium seats, please let us know, and we will do our best to upgrade you. Because there are a limited number of premium seats available, we cannot guarantee that we will be able to upgrade you, and premium seats will be assigned on a first come first serve basis. Should you be upgraded, you will be responsible for the added charge.

- 6) Airline tickets, packing list and hotel information will be sent out in the next month or so. One item to think about now is patches, pins and caps for the Israel Police (it is very likely they will have the same for you).
- 7) We compile a short bio book on the participants as way to help everyone get to know one another and we also share it with the Israel National Police in advance. Please send a bio and head shot to Jake Stuckey at jstuckey@adl.org.
- 8) If you are in the process of renewing your passport, please provide Talia with the details once you have it. This information is required to clear all security issues in advance. If you are traveling on a red government passport, please let us know as you may need to obtain a visa. There is no visa requirement for “blue” American passports.
- 9) Additionally, we wanted to bring the following to your attention: Jewish Voice for Peace (JVP), a radical anti-Israel activist group that advocates for a complete economic, cultural and academic boycott of the state of Israel, has been sending Freedom of Information Act (FOIA) requests to a number of law enforcement agencies that have participated in ADL’s seminars in Israel. We wanted to provide you with background on JVP and their activities.

“Deadly Exchange” is their latest propaganda campaign, which falsely asserts that American Jewish institutions are responsible for rising levels of police brutality and racism against people of color in the U.S. because we sponsor joint training programs between American and Israeli law enforcement agencies. To quote their website, in such law enforcement exchange programs, “‘worst practices’ are shared to promote and extend discriminatory and repressive policing in both countries including extrajudicial executions, shoot-to-kill policies, police murders, racial profiling, massive spying and surveillance, deportation and detention, and attacks on human rights defenders.” In some cities, JVP has local affiliates that go by different names. In one small city, their local affiliate even petitioned the local city council to drop associations with these programs. We wanted to make sure you were aware of them and their agenda, should you hear from them. [Here](#) is a link to additional information about JVP on ADL’s website.

Should you receive a FOIA request, which may come through an organization called MuckRock, we respectfully ask that we be notified if your agency considers disclosing any of the documents or information we’ve provided. You may notify us at generalcounsel@adl.org.

- 10) Please feel free to contact us should you have any questions or concerns. In addition, if you would like your executive assistant to be copied on email correspondence, please let us know.

We look forward to traveling with each of you.

Best,

Robert and Talia

Talia Ben Sasson-Gordis

Senior Associate Regional Director

40 Court Street
Boston, MA 02108
[t: 617.406.6307](tel:617.406.6307)
[c: 857.364.9145](tel:857.364.9145)
taliab@adl.org
adl.org



 ADL	NEVER IS NOW	12.03.18 NEW YORK CITY METROPOLITAN PAVILION
2018 SUMMIT ON ANTI-SEMITISM AND HATE		REGISTER NOW

The following information is confidential and not for distribution.

ADL'S ADVANCED TRAINING SCHOOL



Agencies with Commanders Trained at ADL's Advanced Training School™

Albuquerque Police Department	Central Intelligence Agency Police
Alexandria Police Department	Chandler Police Department
Amtrak Police Department	Chapel Hill Police Department
Anaheim Police Department	Charlotte-Mecklenburg Police Department
Annapolis Police Department	Chattanooga Police Department
Ann Arbor Police Department	Cheyenne Police Department
Anne Arundel County Police Department, MD	Chicago Police Department
Arizona Department of Public Safety	Clearwater Police Department
Arkansas State Police	Cleveland Police Department
Arlington County Police Department, VA	Cobb County Police Department
Arlington Police Department, TX	Colorado Bureau of Investigation
Atlanta Police Department	Colorado Department of Public Safety
Atlantic City Police Department	Colorado Springs Police Department
Aurora Police Department	Colorado State Patrol
Austin Police Department	Columbus Division of Police
Austria Federal Ministry of the Interior	Connecticut Department of Public Safety
Bakersfield Police Department	Connecticut State Police
Baltimore City Police Department	Cook County Department of Homeland Security and Emergency Management
Baltimore County Police Department	Cook County Sheriff's Police Department
Baton Rouge Police Department	Culver City Police Department
Bedford Police Department	Dallas County Sheriff's Department
Berkeley Police Department	Dallas Police Department
Bethlehem Police Department	Dayton Police Department
Boca Raton Police Service Department	DeKalb County Police Department
Boise Police Department	Delaware State Police
Boston Police Department	Delray Beach Police Department
Boulder Police Department	Denver Police Department
Bristol Police Department	Des Moines Police Department
Bureau of Alcohol, Tobacco, Firearms and Explosives	Detroit Police Department
California Business Transportation & Housing Agency	Dothan Police Department
California Department of Justice	Drug Enforcement Administration
California Highway Patrol	Dunwoody Police Department
Canton Police Department	Durham Police Department
Catalonia's Police Force	El Cajon Police Department
	El Paso Police Department

Eugene Police Department	Lincoln Police Department
Fairfax County Police Department	Little Rock Police Department
Farmingham Police	Long Beach Police Department
Federal Air Marshal Service	Los Angeles County Office of Public Safety
Federal Bureau of Investigation	Los Angeles County Sheriff's Department
Federal Bureau of Prisons	Los Angeles Police Department
Federal Law Enforcement Training Center	Louisiana State Police
Federal Police (Belgium)	Louisville Metro Police Department
Federal Protective Service	Maricopa County Sheriff's Office
Florida Department of Law Enforcement	Marietta Police Department
Florida Highway Patrol	Maryland State Police
Fort Lauderdale Police Department	Maryland Transportation Authority Police Department
Fort Worth Police Department	Mass General Hospital Police Department
Fresno Police Department	Massachusetts Bay Transportation Authority Police Department
Fulton County Police Department	Massachusetts State Police
Georgia Bureau of Investigation	Melbourne Police Department
Georgia State Patrol	Memphis Police Department
Greensboro Police Department	Mesa Police Department
Greenwich Police Department	Metro Transit Police Department, Washington, DC
Gwinnett County Police Department	Metropolitan Nashville Police Department
Hartford Police Department	Metropolitan Police Department, Washington, DC
Henderson Police Department	Miami Beach Police Department
Henrico County Police Division	Miami Police Department
Houston Police Department	Miami-Dade Police Department
Illinois Department of Corrections	Michigan State Police
Illinois State Police	Milwaukee Police Department
Indiana Couterterrorism and Security Council	Minneapolis Police Department
Indiana Intelligence Fusion Center	Mississippi Bureau of Narcotics
Indiana State Police	Missouri State Highway Patrol
Indianapolis Metropolitan Police Department	Montana Division of Criminal Investigation
Iowa Department of Public Safety	Montana Highway Patrol
Iredell County Sheriff's Office	Montgomery County Police Department
Irvine Police Department	Montgomery County Sheriff's Office
Jackson Mississippi Police Department	Nassau County Police Department
Kansas City Police Department	Naval Criminal Investigative Service
Kentucky State Police	Nebraska State Patrol
Kern County Sheriff's Office	Nevada Commission on Homeland Security
Knoxville Police Department	New Haven Police Department
Laguna Beach Police Department	New Jersey Office of Homeland Security and Preparedness
Las Cruces Police Department	New Jersey State Police
Las Vegas Metropolitan Police Department	New Mexico Attorney General's Office
Lexington Division of Police	

New Mexico State Police
New Orleans Police Department
New York City Police Department
New York State Police
Newark Police Department, DE
Newark Police Department, NJ
Newton Police Department
Norfolk Police Department
North Carolina State Bureau of Investigation
North Carolina State Highway Patrol
North Miami Beach Police Department
Northampton Police Department
Oakland Police Department
Ohio State Patrol
Oklahoma City Police Department
Omaha Police Department
Orange County Sheriff's Department
Oregon State Police
Orlando Police Department
Palm Beach County Sheriff's Office
Palm Beach Police Department
Paterson Police Department
Pembroke Pines Police Department
Pennsylvania Office of the Attorney General
Pennsylvania State Police
Philadelphia Police Department
Phoenix Police Department
Pittsburgh Bureau of Police
Pittsfield Township Department of Public Safety
Plano Police Department
Portland Police Bureau
Prairie du Chien Police Department
Prescott Police Department
Prince George's County Police Department
Raleigh Police Department
Rhode Island State Police
Richmond Police Department
Rockingham County Sheriff's Office
Rockland County Sheriff's Department
Royal Oak Police Department
Rutherfordton Police Department
Sacramento Police Department

Saint Louis County Police Department
Saint Louis Metropolitan Police Department
Saint Paul Police Department
Saint Petersburg Police Department
Salem Police Department
Salt Lake City Police Department
San Antonio Police Department
San Bernardino Police Department
San Diego Police Department
San Francisco Police Department
Santa Barbara County Sheriff's Office
Santa Monica Police Department
Savannah-Chatham Metropolitan Police Department
Scarsdale Police Department
Scottsdale Police Department
Seattle Police Department
Skokie Police Department
South Carolina Highway Patrol
South Dakota Department of Public Safety
Southeastern Pennsylvania Transportation
Authority Police Department
Southfield Police Department
Springfield Police Department, IL
Springfield Police Department, MO
Stamford Police Department
Sterling Heights Police Department
Suffolk County Police Department
Sugar Land Police Department
Tacoma Police Department
Tallahassee Police Department
Tampa Police Department
Tempe Police Department
Tennessee Highway Patrol
Texas Department of Public Safety
Toledo Police Department
Topeka Police Department
Transportation Security Administration
Trenton Police Department
Tucson Police Department
Tulsa Police Department
United States Air Force Office of Special
Investigations

United States Army Criminal Investigation
Command
United States Attorney's Office
United States Capitol Police
United States Citizenship and Immigration Service
United States Coast Guard Investigative Service
United States Customs and Border Protection
United States Department of Homeland Security
United States Department of Justice
United States Department of Treasury
United States Immigration and Customs Enforcement
United States Marine Corps
United States Marshals Service
United States Park Police
United States Secret Service
University of Delaware Police Department
University of Illinois at Chicago Police
Department
Ventura County Sheriff's Office
Vermont State Police
Virginia Beach Police Department
Virginia State Police
Washington State Patrol
Waterbury Police Department
Watertown Police Department
West Virginia State Police
White Plains Police Department
Wichita Police Department
Wilkes County Sheriff's Office
Winston-Salem Police Department
Wisconsin Department of Justice
Worcester Police Department
Wyoming Division of Criminal Investigation
Yonkers City Police Department

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Kenneth Jacobson

Advocacy & Engagement Chair
Michael N. Sheetz

National Vice Chair and Chair of Regional Operations
Esta Gordon Epstein



May 30, 2018

Colonel Kerry Gilpin
Massachusetts State Police
470 Worcester Road
Framingham, MA 01702

Re: Invitation to Participate in New England Counter-Terrorism Seminar in Israel

Dear Colonel Gilpin:

We are writing to invite you to participate in the New England Counter-Terrorism Seminar in Israel (NECTS), which will be held [REDACTED]. Organized by the Anti-Defamation League (ADL), one of the nation's most respected authorities on extremism, hate groups and terrorism, and one of law enforcement's most trusted partners, NECTS is an intensive seminar conducted in cooperation with the Israel National Police.

The seminar will provide participants with the opportunity to learn prevention strategies and best practices to respond to incidents of terror and protect communities, with special emphasis on suicide bombing and securing transportation infrastructure, lone wolf attacks and working with the media in times of crisis. Through presentations and site visits conducted by senior personnel, experts and academics, participants will learn directly from Israel's most experienced leaders. To date, more than 100 senior federal, state and local law enforcement leaders have participated in this seminar.

NECTS is designed to provide law enforcement leaders with first-hand knowledge of cutting edge policing strategies and information to combat terrorism, to ensure the safety of our communities while protecting individual rights and freedoms. The seminar is limited to fifteen (15) senior law enforcement personnel from New England, and all travel expenses are covered.

If you are interested in participating, please contact Talia Ben Sasson-Gordis by phone at (617) 406-6307, or by email at taliab@adl.org, no later than June 30, 2018, and we will send you the registration information. In addition, please do not hesitate to contact us should you have any questions regarding any aspect of the seminar.

We look forward to hearing from you.

Sincerely,

A blue ink signature of Robert O. Trestan, consisting of stylized initials "RT" followed by a horizontal line.

Robert O. Trestan
Regional Director

A blue ink signature of Talia Ben Sasson-Gordis, featuring a large, stylized "B" and "G" intertwined.

Talia Ben Sasson-Gordis
Sr. Associate Regional Director

New England Region

40 Court Street, Boston, MA 02108-2202, T 617.406.6300 F 617.406.6310 newengland.adl.org

From: kerry.gilpin@pol.state.ma.us
To: [Ben Sasson-Gordis, Talia](#)
Subject: Re: ADL trip to Israel - Logistics
Date: Friday, September 14, 2018 7:27:07 AM

Robert and Talia,

Thank you for the email and information. I am currently in Bermuda, but will send along the requested information as soon as I return. If possible and if space provides, I would respectfully request an upgraded airline seat. Thank you and I look forward to meeting you.

Respectfully,

Kerry Gilpin
Colonel/Superintendent
Mass State Police

Sent from my iPhone

On Sep 13, 2018, at 17:38, Ben Sasson-Gordis, Talia <TaliaB@adl.org> wrote:

Good afternoon,

Welcome to the ADL Leadership, Resilience and Counter-Terrorism Seminar in Israel. Although we are not leaving until December, we wanted to provide a couple of updates regarding our trip.

<!--[if !supportLists]-->1) <!--[endif]-->There will be approximately 15 law enforcement professionals in our group. We are in the process of finalizing the group and will send out a complete list of participants in the next couple of weeks.

<!--[if !supportLists]-->2) <!--[endif]-->Our trip begins in Boston at Logan Airport. Please plan to arrive at 6:00 PM. We will meet at the [REDACTED] ticket counter in [REDACTED]

[REDACTED] [REDACTED]
[REDACTED] [REDACTED]
[REDACTED] [REDACTED]
[REDACTED] [REDACTED]

On the return flight we depart after midnight on [REDACTED] [REDACTED] and arrive home the same day. We will have hotel rooms in [REDACTED] on the day of departure from Israel. A detailed itinerary will not be available until closer to our departure date. It is a long flight and we have found that a good pair of noise cancelling headphones can ease the journey.

<!--[if !supportLists]-->3) <!--[endif]-->All expenses will be covered by ADL, including airfare from Boston to Tel Aviv (not including upgrades to premium economy seats – see below) , all hotels, meals, tours, guides, and admission costs at museums.

<!--[if !supportLists]-->4) <!--[endif]-->If you have any seating, meal, or frequent flier requests, please let us know. We request aisle seats for everyone. The airline tickets will be issued in the upcoming months and we will send everyone an electronic ticket.

<!--[if !supportLists]-->5) <!--[endif]-->There are also a limited number of premium economy seats, which cost around \$160 extra each way. If you would like one of these premium seats, please let us know, and we will do our best to upgrade you. Because there are a limited number of premium seats available, we cannot guarantee that we will be able to upgrade you, and premium seats will be assigned on a first come first serve basis. Should you be upgraded, you will be responsible for the added charge.

<!--[if !supportLists]-->6) <!--[endif]-->Airline tickets, packing list and hotel information will be sent out in the next month or so. One item to think about now is patches, pins and caps for the Israel Police (it is very likely they will have the same for you).

<!--[if !supportLists]-->7) <!--[endif]-->We compile a short bio book on the participants as way to help everyone get to know one another and we also share it with the Israel National Police in advance. Please send a bio and head shot to Jake Stuckey at jstuckey@adl.org.

<!--[if !supportLists]-->8) <!--[endif]--> If you are in the process of renewing your passport, please provide Talia with the details once you have it. This information is required to clear all security issues in advance. If you are traveling on a red government passport, please let us know as you may need to obtain a visa. There is no visa requirement for “blue” American passports.

<!--[if !supportLists]-->9) <!--[endif]-->Additionally, we wanted to bring the following to your attention: Jewish Voice for Peace (JVP), a radical anti-Israel activist group that advocates for a complete economic, cultural and academic boycott of the state of Israel, has been sending Freedom of Information Act (FOIA) requests to a number of law enforcement agencies that have participated in ADL’s seminars in Israel. We wanted to provide you with background on JVP and their activities.

“Deadly Exchange” is their latest propaganda campaign, which falsely asserts that American Jewish institutions are responsible for rising levels of police

brutality and racism against people of color in the U.S. because we sponsor joint training programs between American and Israeli law enforcement agencies. To quote their website, in such law enforcement exchange programs, “‘worst practices’ are shared to promote and extend discriminatory and repressive policing in both countries including extrajudicial executions, shoot-to-kill policies, police murders, racial profiling, massive spying and surveillance, deportation and detention, and attacks on human rights defenders.” In some cities, JVP has local affiliates that go by different names. In one small city, their local affiliate even petitioned the local city council to drop associations with these programs. We wanted to make sure you were aware of them and their agenda, should you hear from them. [Here](#) is a link to additional information about JVP on ADL’s website.

Should you receive a FOIA request, which may come through an organization called MuckRock, we respectfully ask that we be notified if your agency considers disclosing any of the documents or information we’ve provided. You may notify us at generalcounsel@adl.org.

<!--[if !supportLists]-->10) <!--[endif]-->Please feel free to contact us should you have any questions or concerns. In addition, if you would like your executive assistant to be copied on email correspondence, please let us know.

We look forward to traveling with each of you.

Best,

Robert and Talia

Talia Ben Sasson-Gordis

Senior Associate Regional Director

40 Court Street
Boston, MA 02108

[t: 617.406.6307](tel:617.406.6307)

[c: 857.364.9145](tel:857.364.9145)

taliab@adl.org

adl.org

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[!\[\]\(a8f9309f944226d1420f5fed22e2b6e6_img.jpg\)](#)

From: [Gilpin, Kerry \(POL\)](#)
To: [Ben Sasson-Gordis, Talia](#)
Subject: Re: ADL trip to Israel - Logistics
Date: Friday, September 14, 2018 7:27:09 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)

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Sent from my iPhone

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[REDACTED]

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From: [Jarvis, Elise](#)
Subject: Reminder---Today"s ADL Webinar Briefing on A Homegrown Threat: Islamist Extremist Plots in the U.S.
Date: Wednesday, May 16, 2018 9:05:23 AM
Attachments: [image001.png](#)
[Briefing on a Homegrown Threat---Islamist Extremist Plots in the U.S.pdf](#)

The Anti-Defamation League (ADL) invites law enforcement leaders to join us TODAY for a webinar briefing on

A Homegrown Threat: Islamist Extremist Plots in the United States

Wednesday, May 16, 2018

11:00-11:30 am (EST)

Join us for a webinar briefing about the findings of [a new report](#) from ADL's Center on Extremism, focusing on the trajectory of Islamist extremist plots in the U.S. since 2002. It will include an overview of evolving trends drawn from an analysis of 98 Islamist extremist plots and attacks in the United States over the past 16 years. Among the key findings, we note that the most significant threat does not come from individuals residing outside U.S. borders; instead, the terrorism tends to be homegrown, strongly influenced by pervasive propaganda from virtual terrorist networks.

[Click here to register.](#) After registering, you will receive a confirmation email containing information about joining the webinar.

This call is closed to media and members of the press.

Elise Jarvis Wilson
Director, Law Enforcement Outreach and Community Security
Anti-Defamation League
Phone: 202-261-4612
Email: ejarvis@adl.org



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